

EXHIBIT 29

DOCUMENT

PLACEHOLDER

This Document was Produced in Native Format

Pay Decisions 2004

Communications Session for Senior Leaders (Level 2&3 Managers)

*“Differentiating Performance for Results...
Differentiating Pay Decisions for Performance”*

Jim Grenier



Pay Decisions 2004 - Agenda

- An “Executive Summary” ...Highlights
- The Framework & Context
 - Performance Evaluation
 - Retention
 - A Calibration Tool
 - Tips for Gaining Approval
 - Guidelines
- The Pay Decision Tool (PDT)
- Stock Options Focal Review & Tool

Headlines

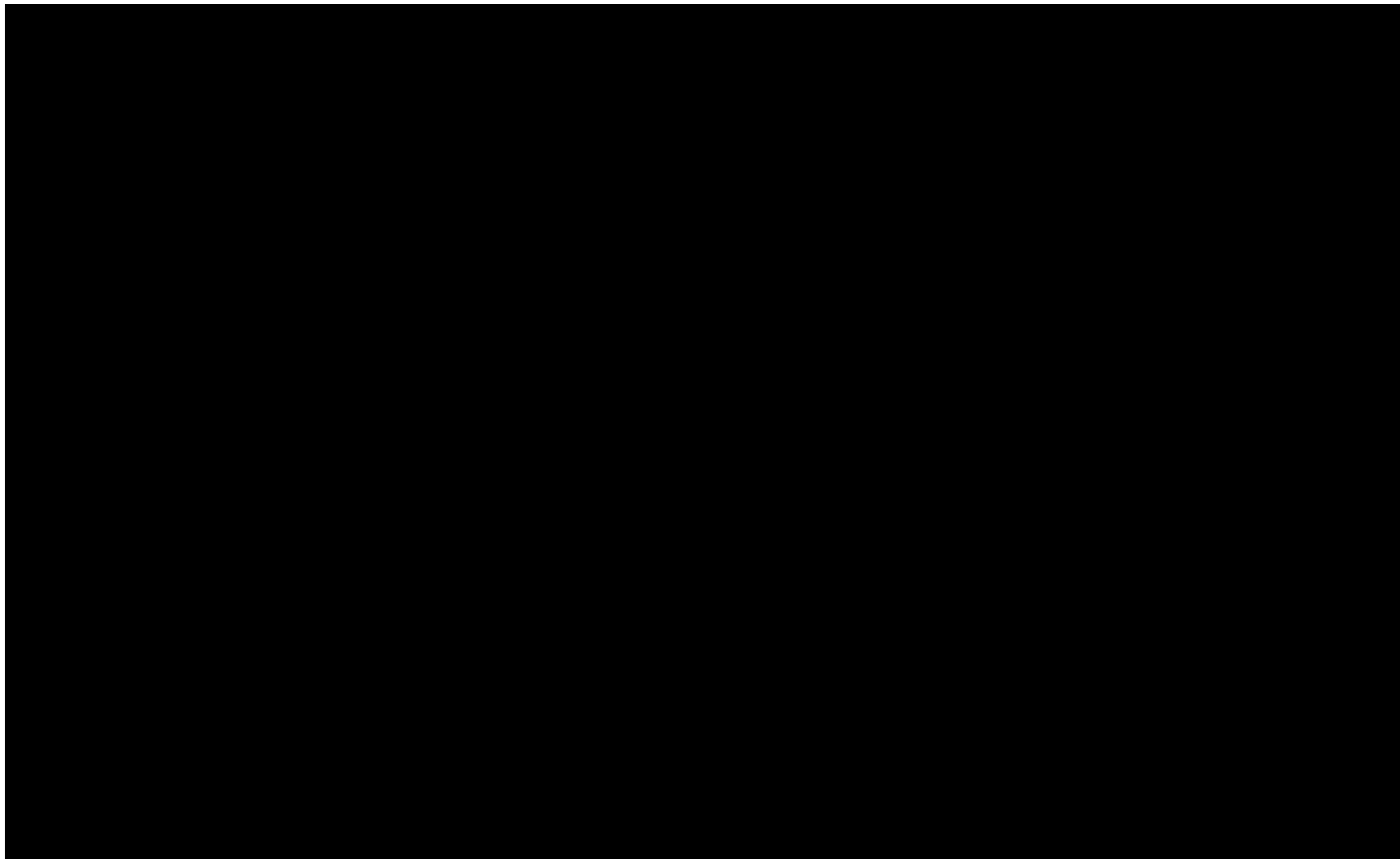
- Calendar
- Compensation Budgets vs. Market
- Other Comp Plans ~ FY04-FY05 Actions
- Stock Options Update

Focal Pay Decisions and Options Timeline

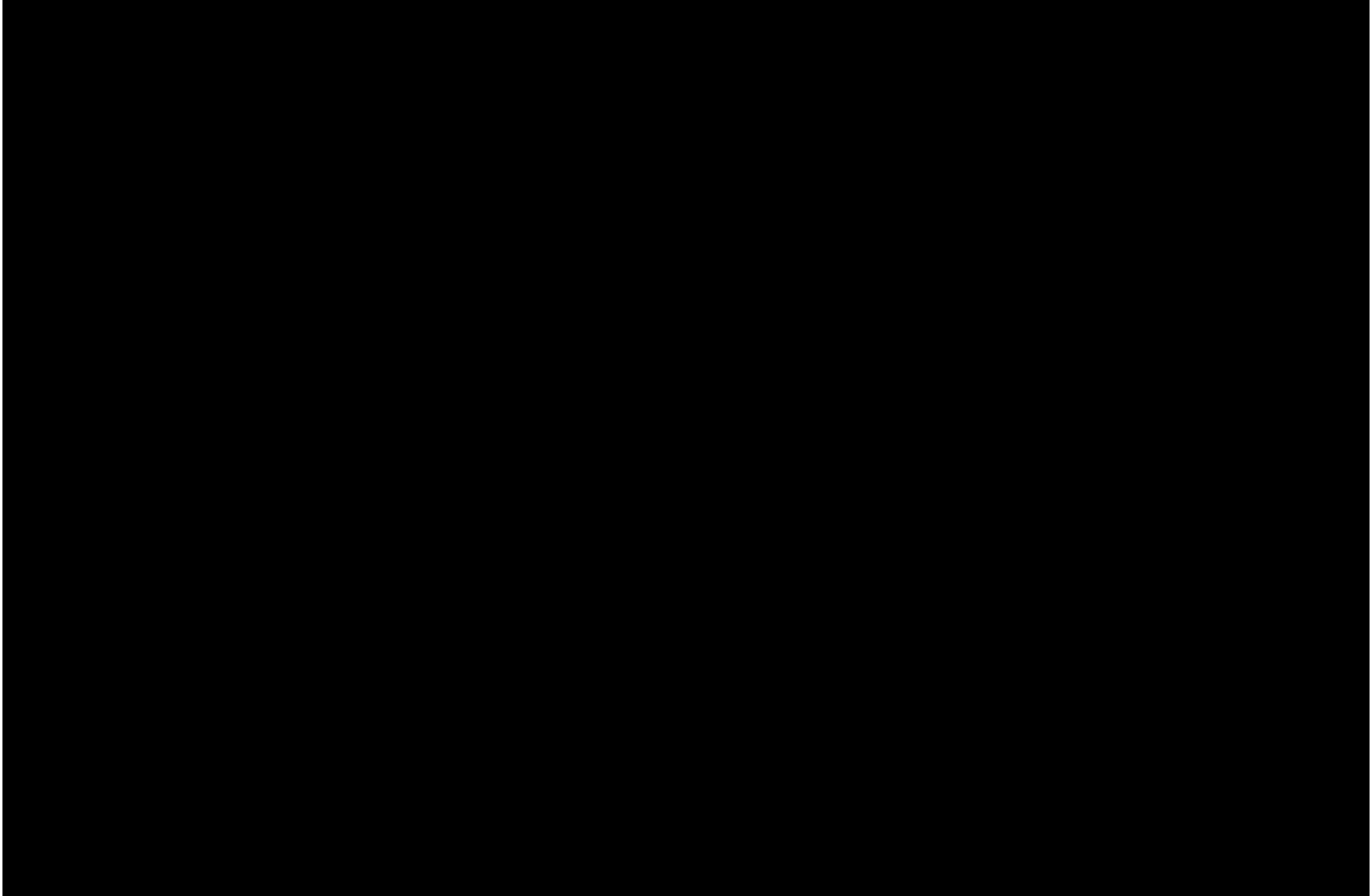
FY'05 Budget and the Market



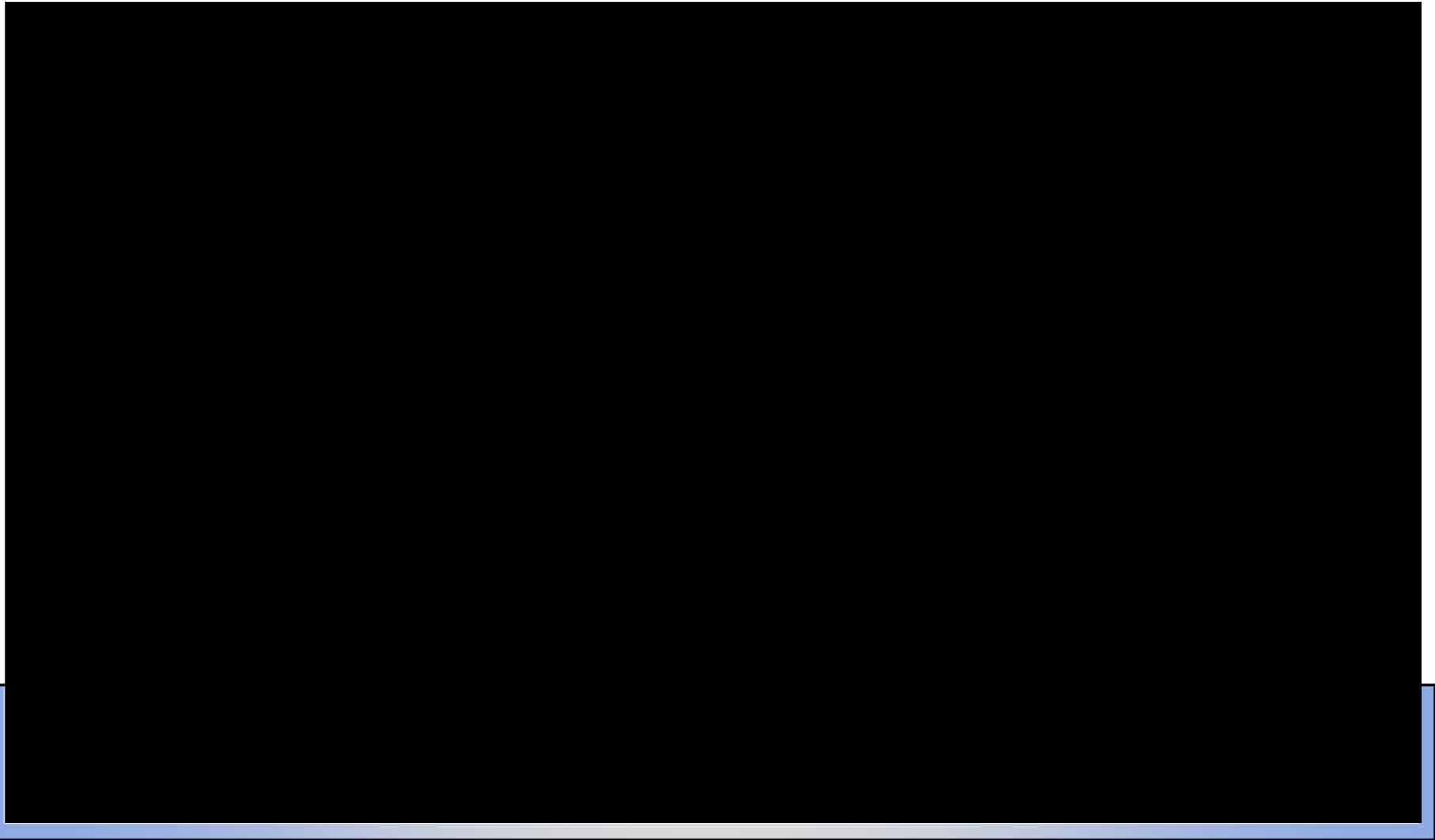
Budget Recommendations are Based On...



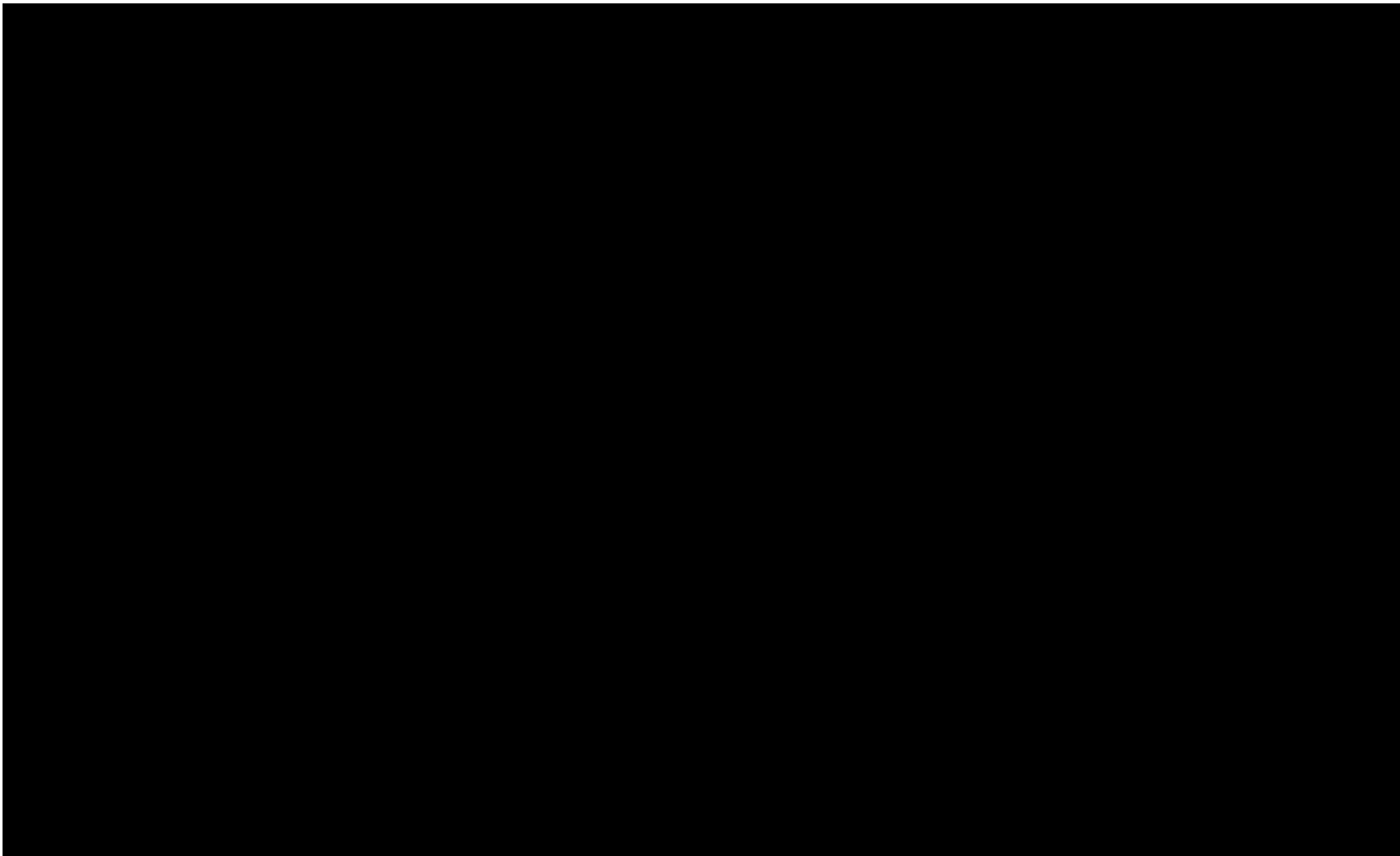
Other Actions ~ Compensation Plans



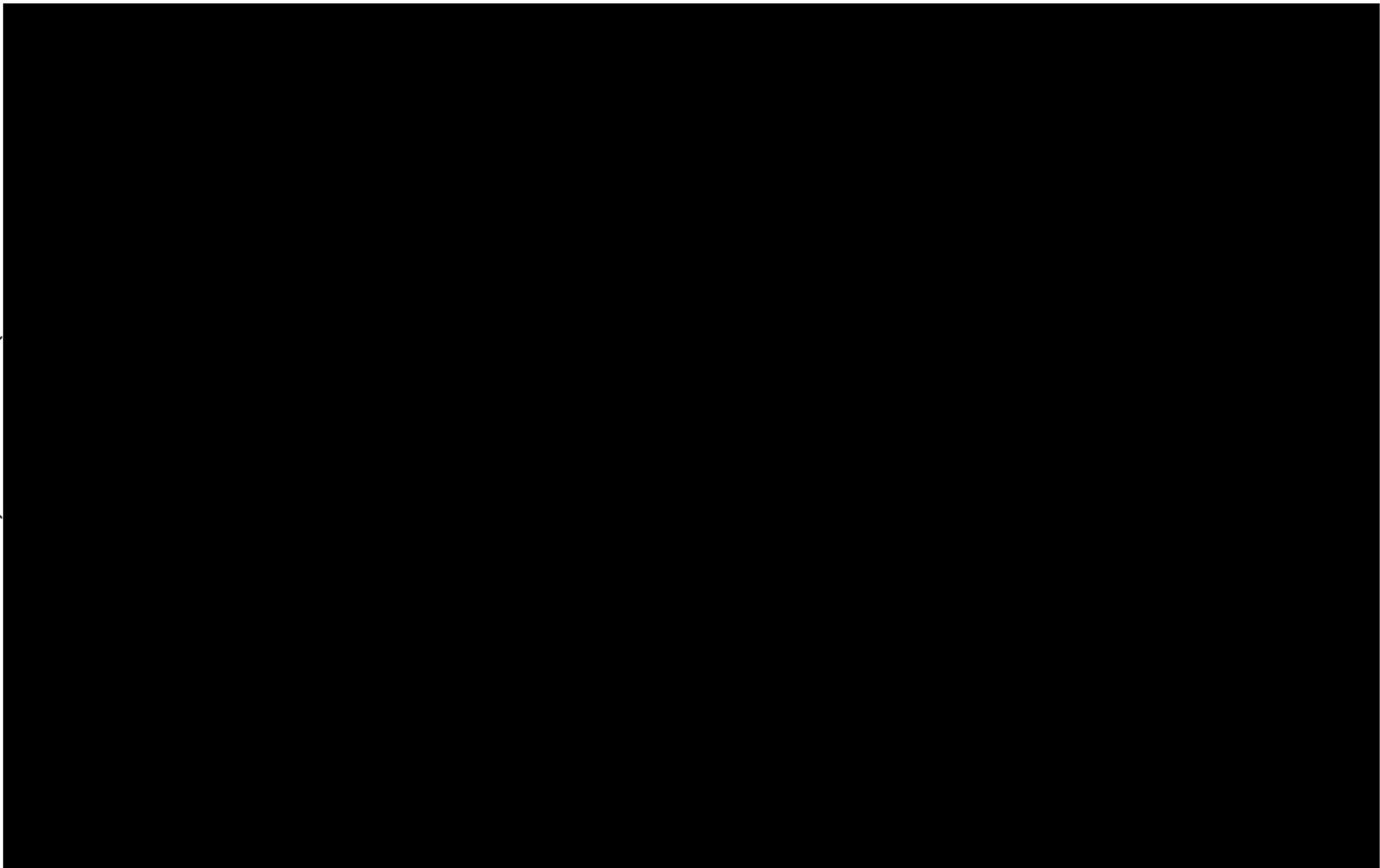
Stock Options Update

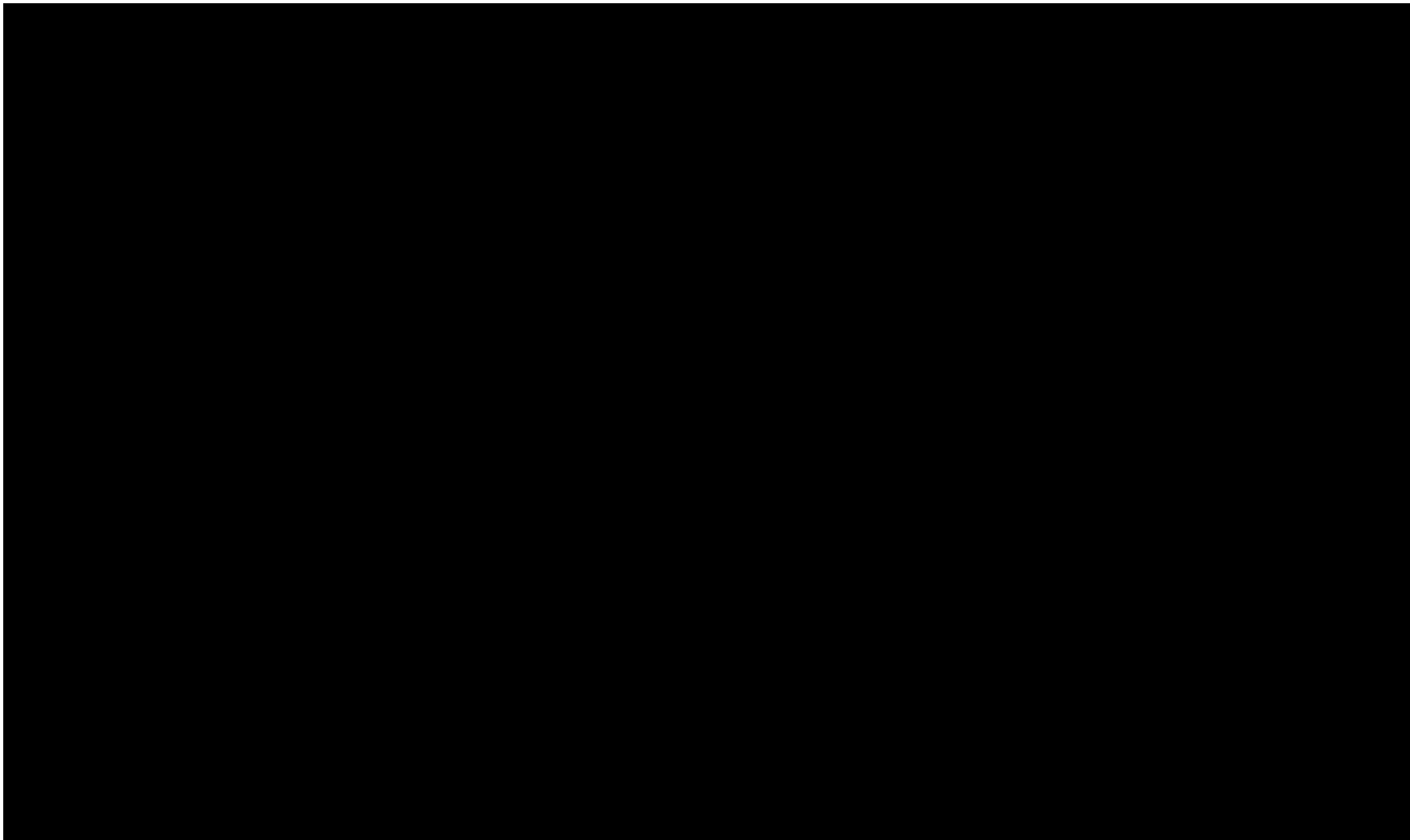


Your Action Items...



The Performance Management Cycle...

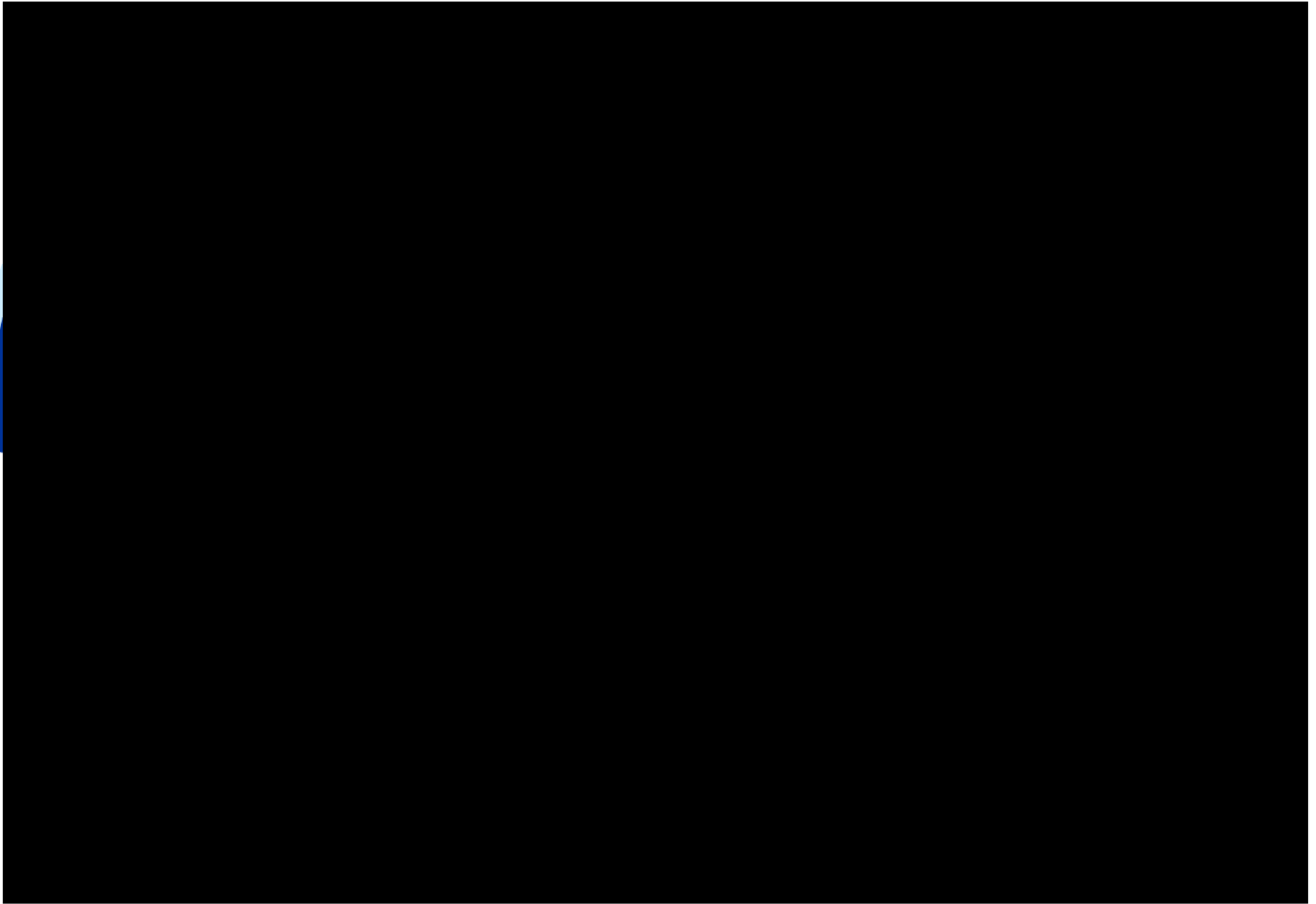




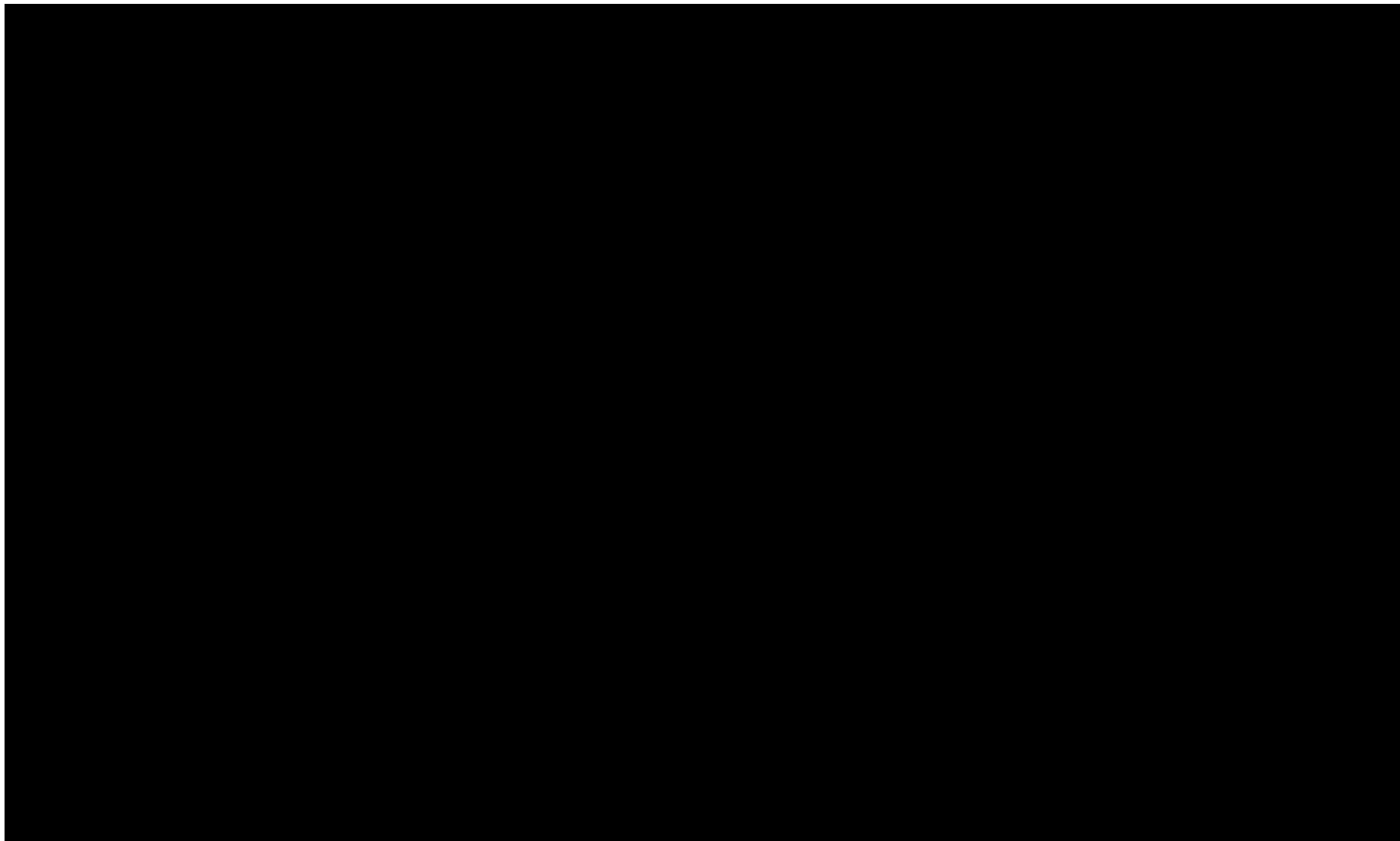
Focal Review - The Framework and Context

- Making Pay Decisions: 6 Steps
- Performance & Retention
- A Calibration Tool
- Tips for Gaining Approval
- Guidelines: Base Pay & IPI

6 Steps in Making an Effective Pay Decision



Performance Rating



Input: Performance Rating <http://home.intuit.com/hr/pm>

Performance Management: Upcoming Events

■ For Managers:

- “*Nuts and Bolts of Writing Performance Evaluations*”
 - Download this TPOV from web and share it with your teams.
- “*Leading Performance Evaluation Discussions*”
 - Bring your most challenging evaluation to this 4 hour training.

■ For Employees

- *What’s In It For You*
 - WebEx and classroom, reviews PM cycle and employee roles during evaluation discussion.

■ : Finalize Performance Evaluations

Assess and Calibrate Across Organization

- Performance

- Retention

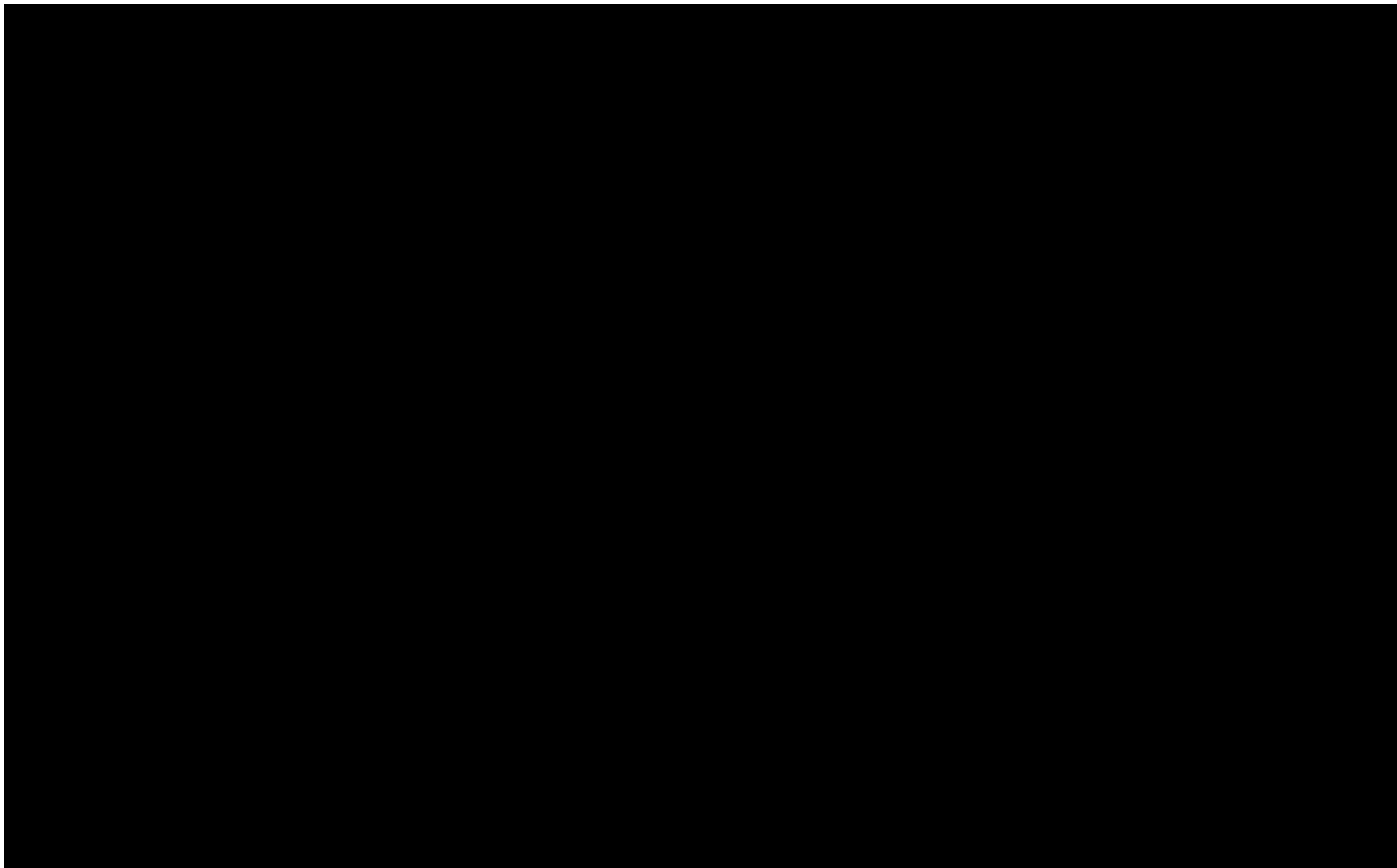
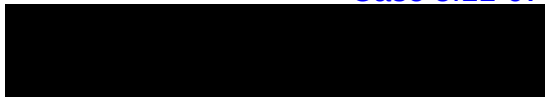
- Pay Equity - Significant Risks/Exposure

Rationale AND Clarity!

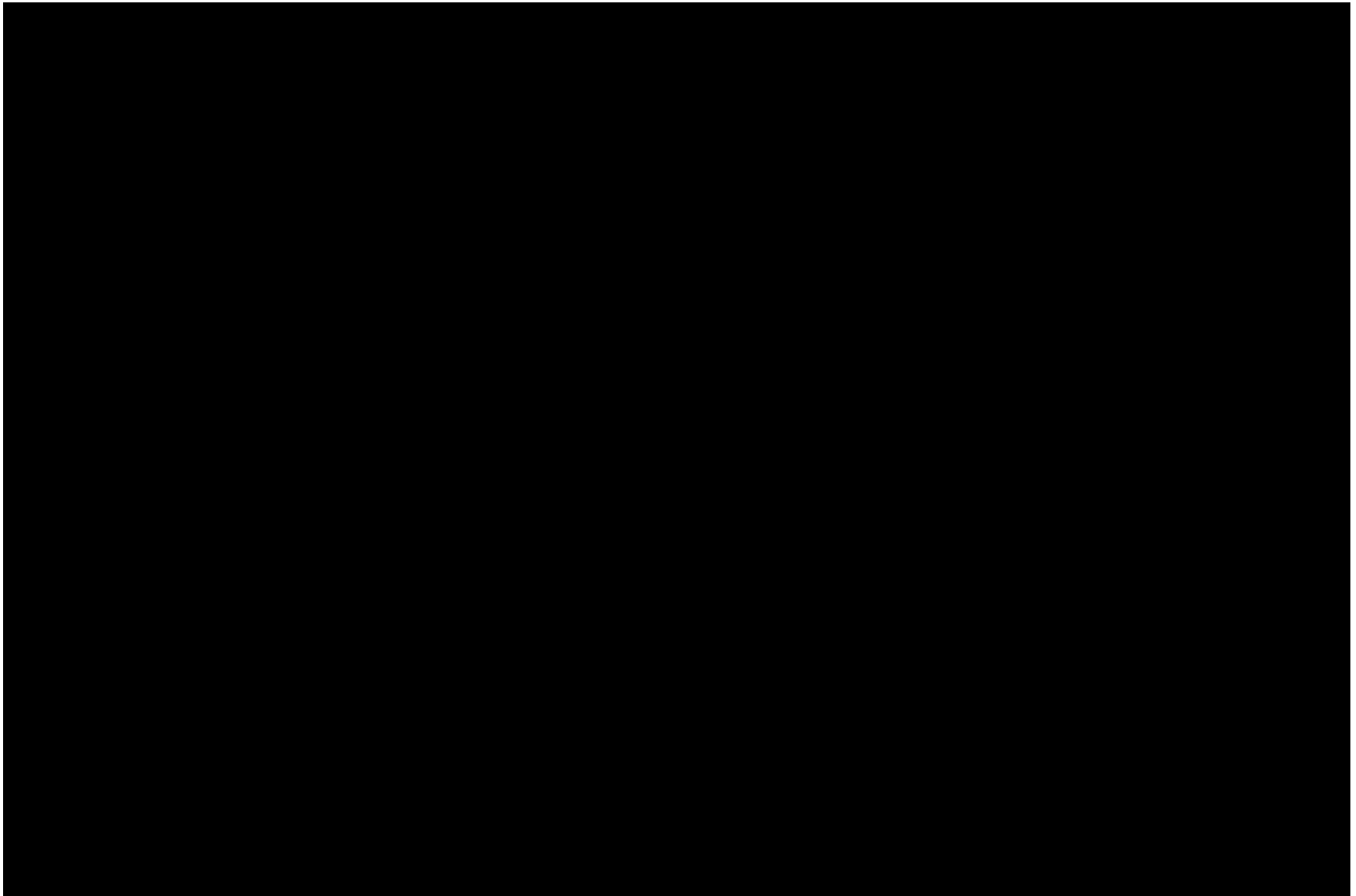
How Do I Think About “Retention?”

- Whom can I afford least to lose?
 - Critical capability for growth and/or leadership
- The “Go-To” person for the most difficult challenges
 - Talent and initiative
- Promotability (if appropriate to position)
- What is the marketplace for that specific skill/talent?
 - Value and risk
- Compare across larger groups focusing on the future

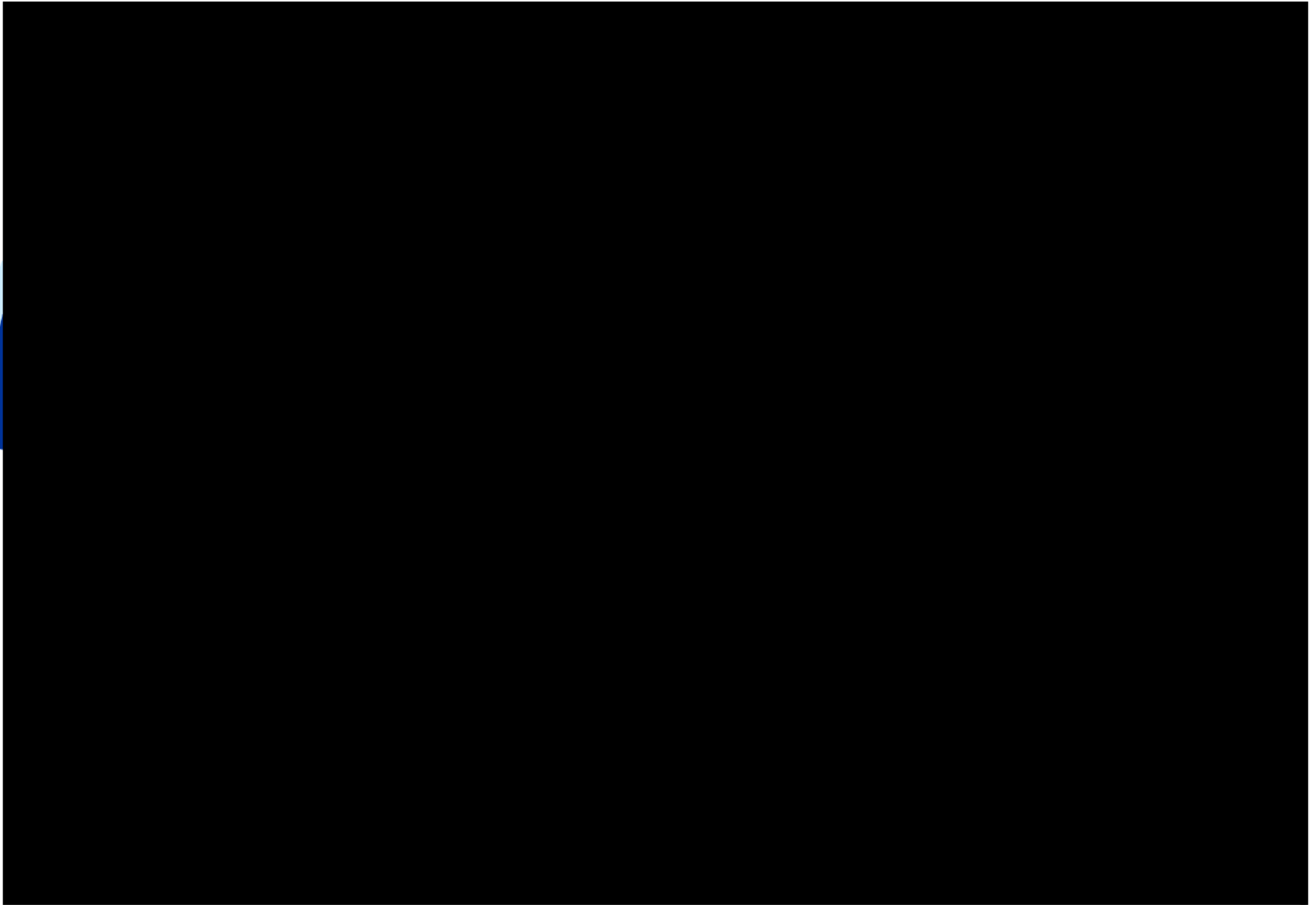
Segment the population by
“similar” positions...hourly vs salaried vs...



A Ranking Tool to Help with Rationale and Clarity

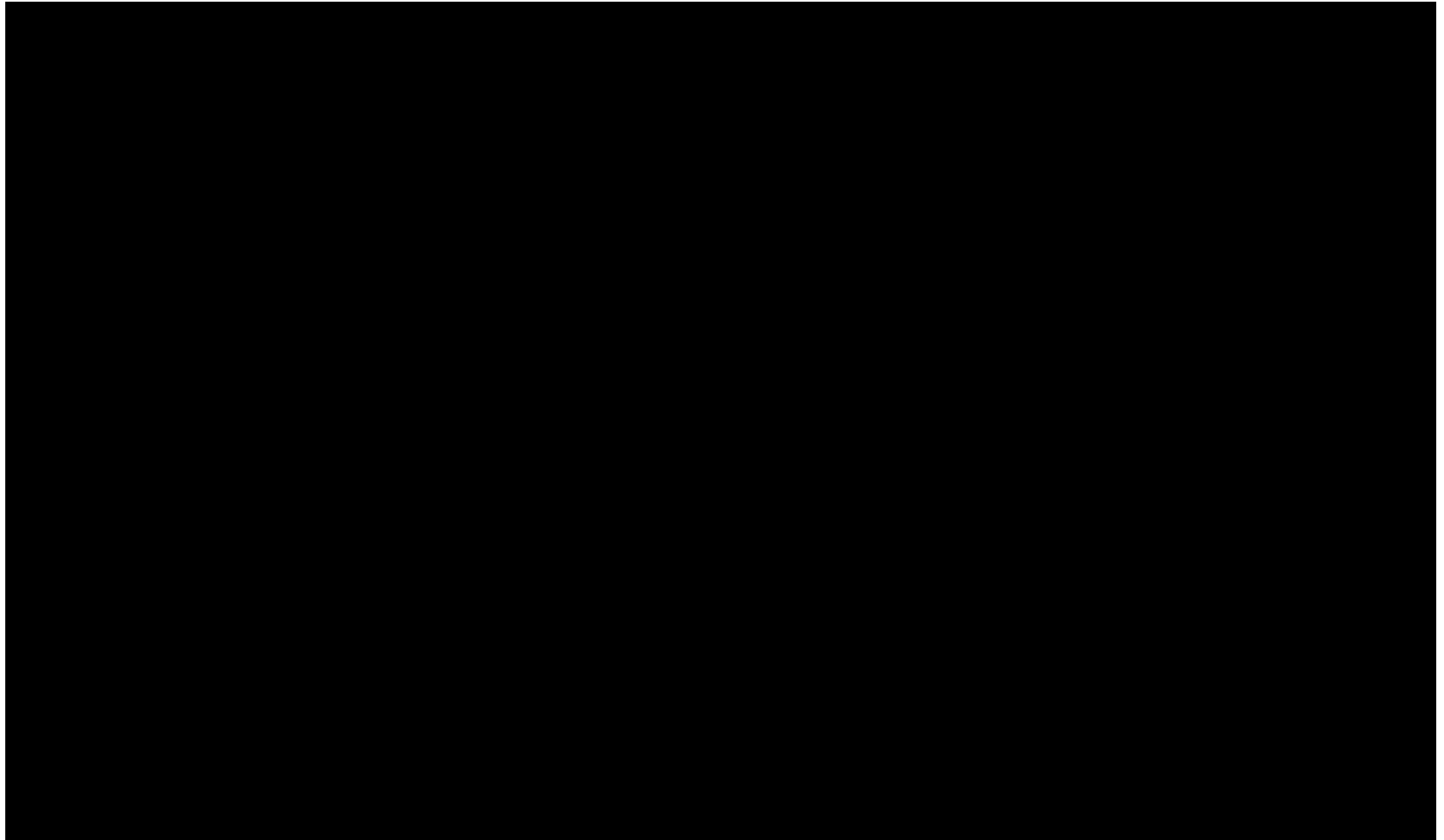


6 Steps in Making an Effective Pay Decision

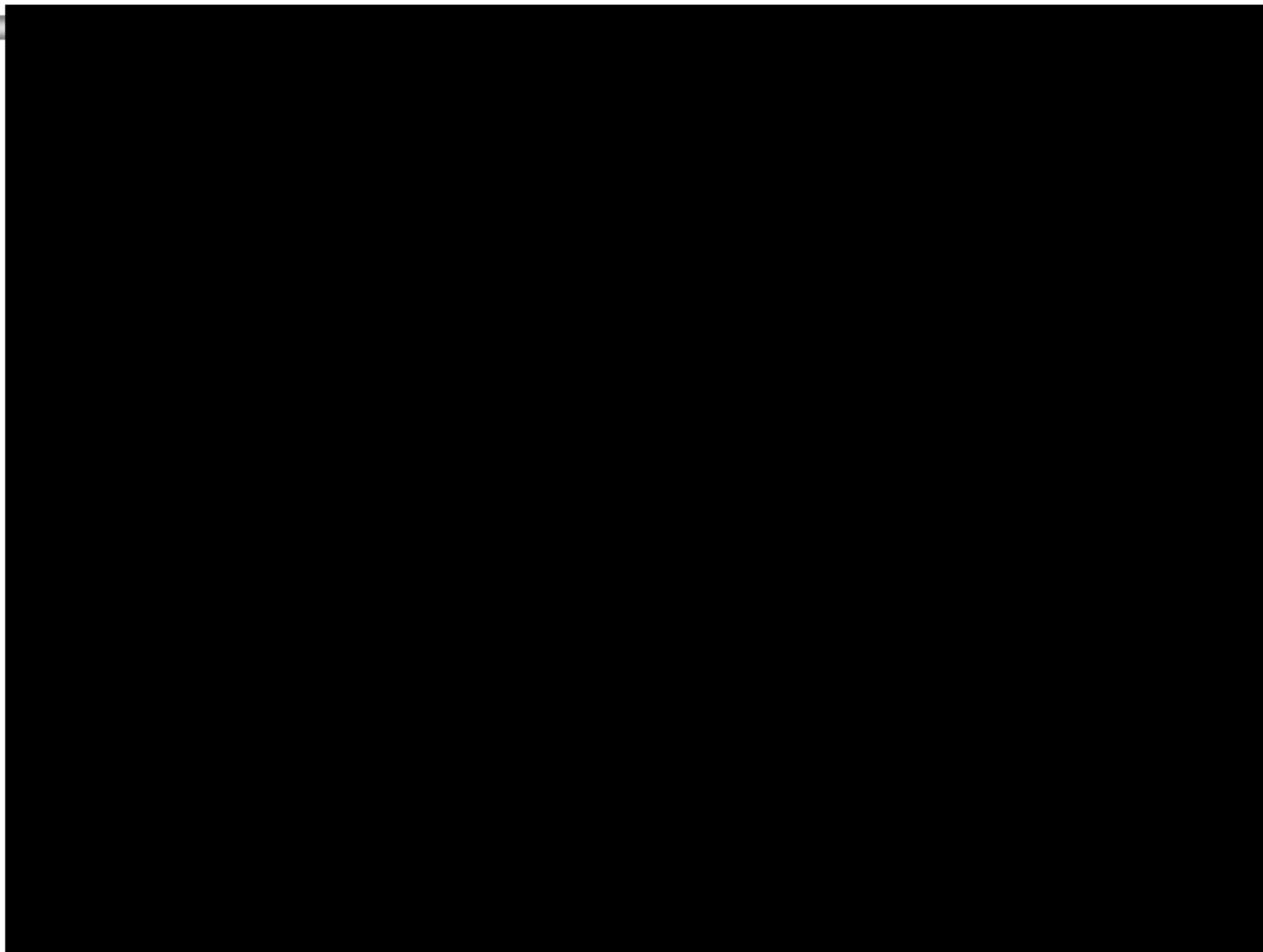


Pay Decision Guidelines

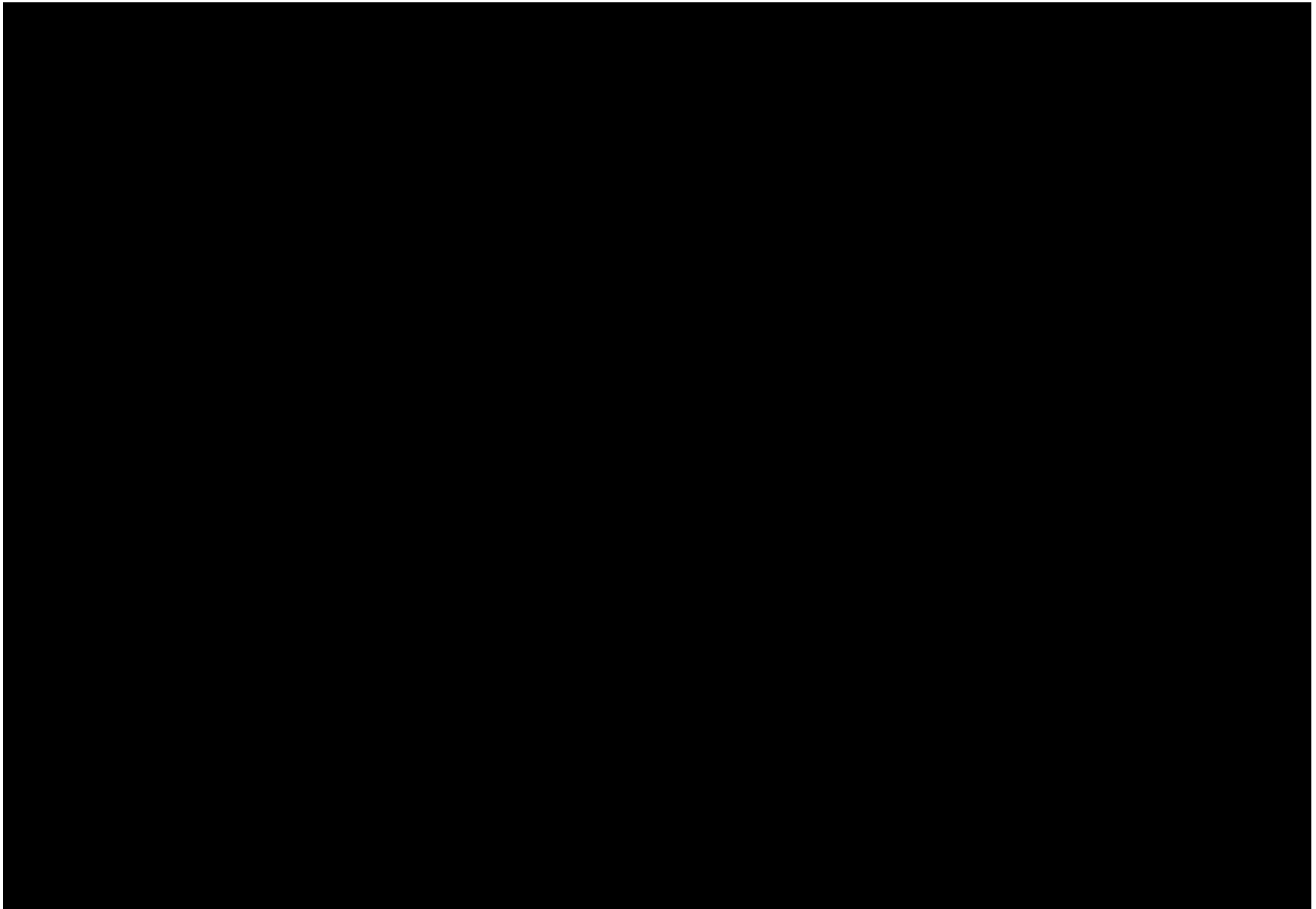
What is an Effective Pay Plan?
Also Known As, "Tips for Gaining Approval."



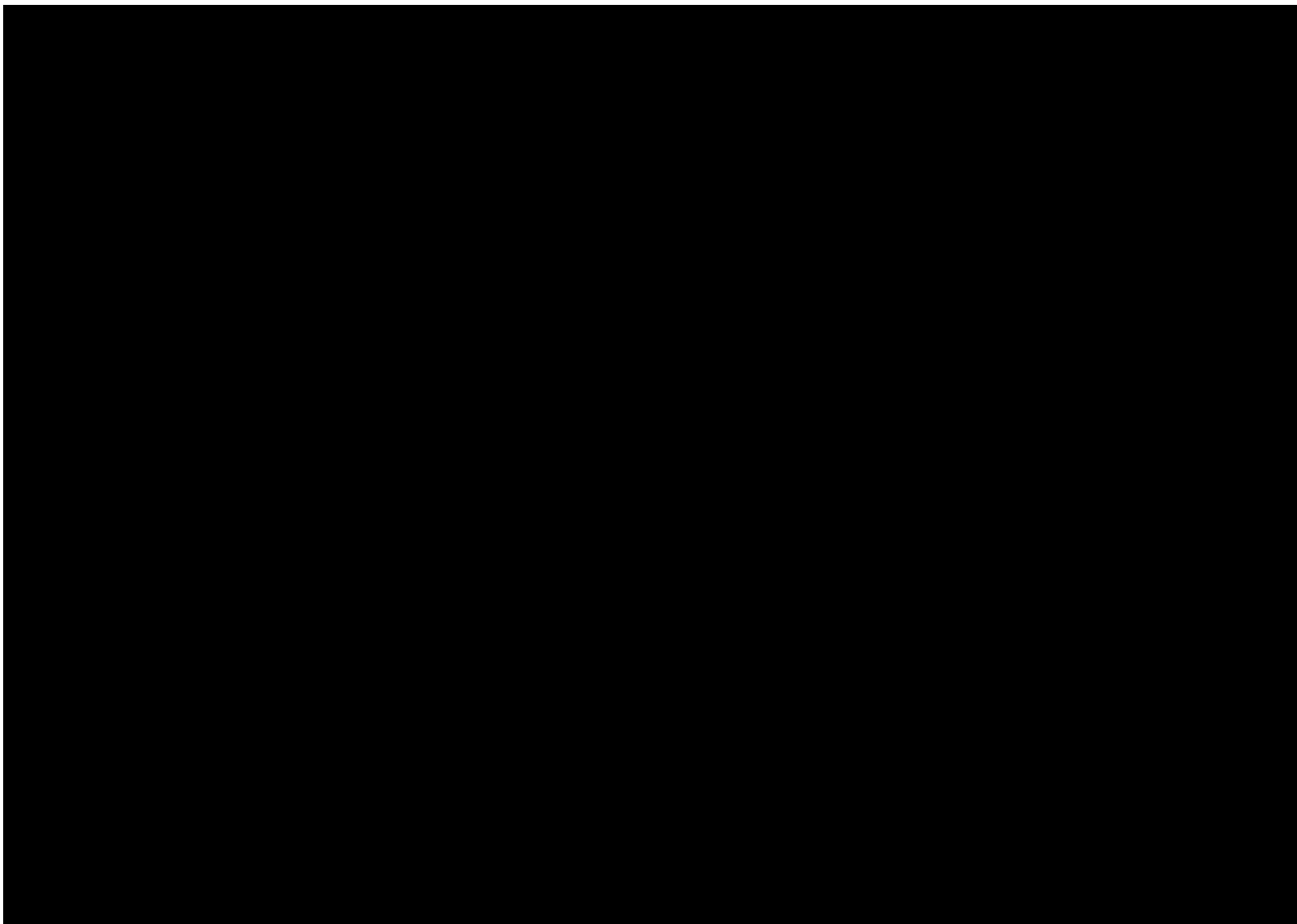
Pay Decision Guidelines...Base Pay

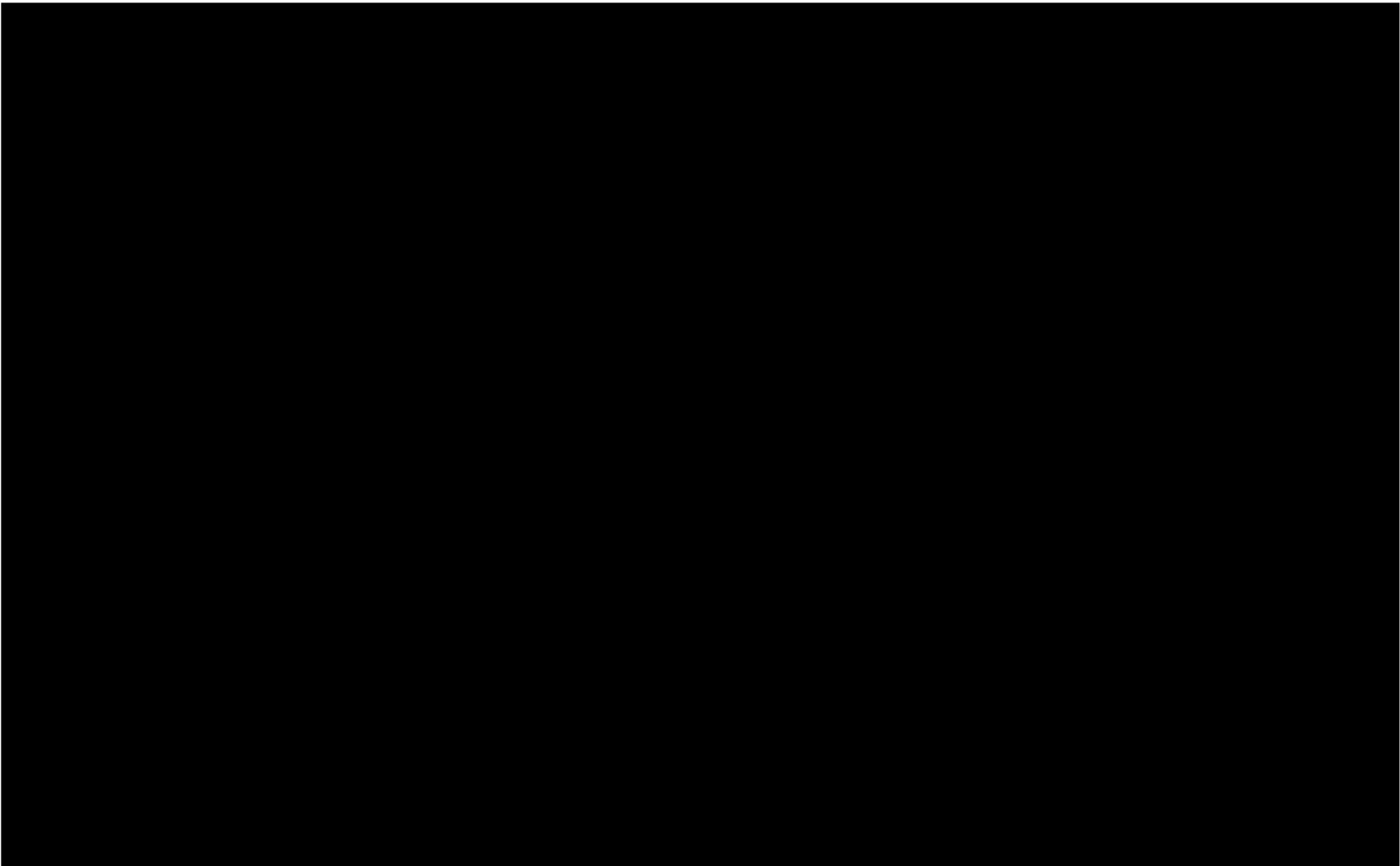
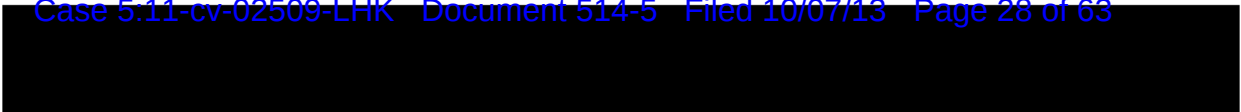


FY04 IPI - Variable Compensation Logic

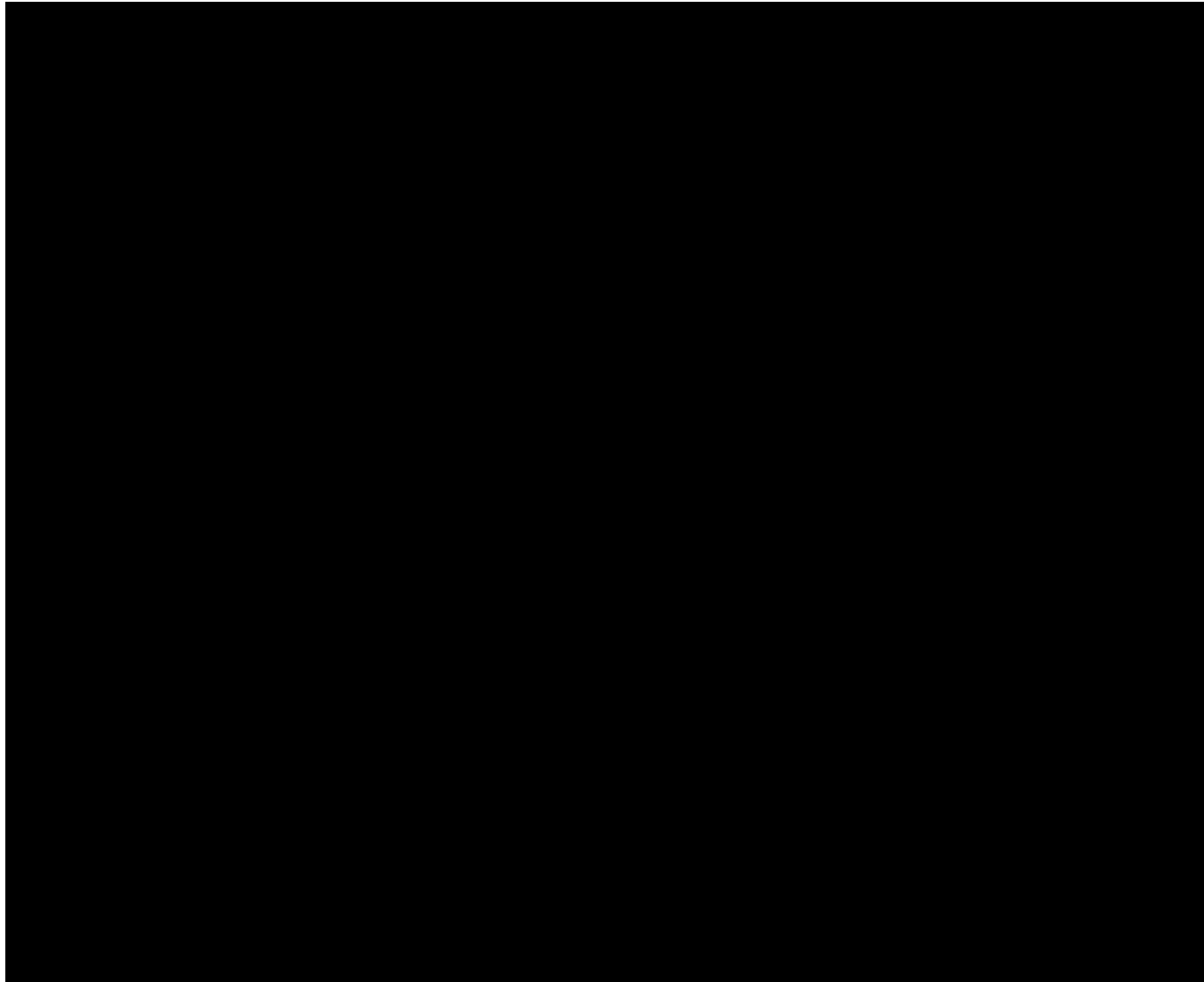


Pay Decision Guidelines - IPI Bonus Award





Pay Decision Process Checklist

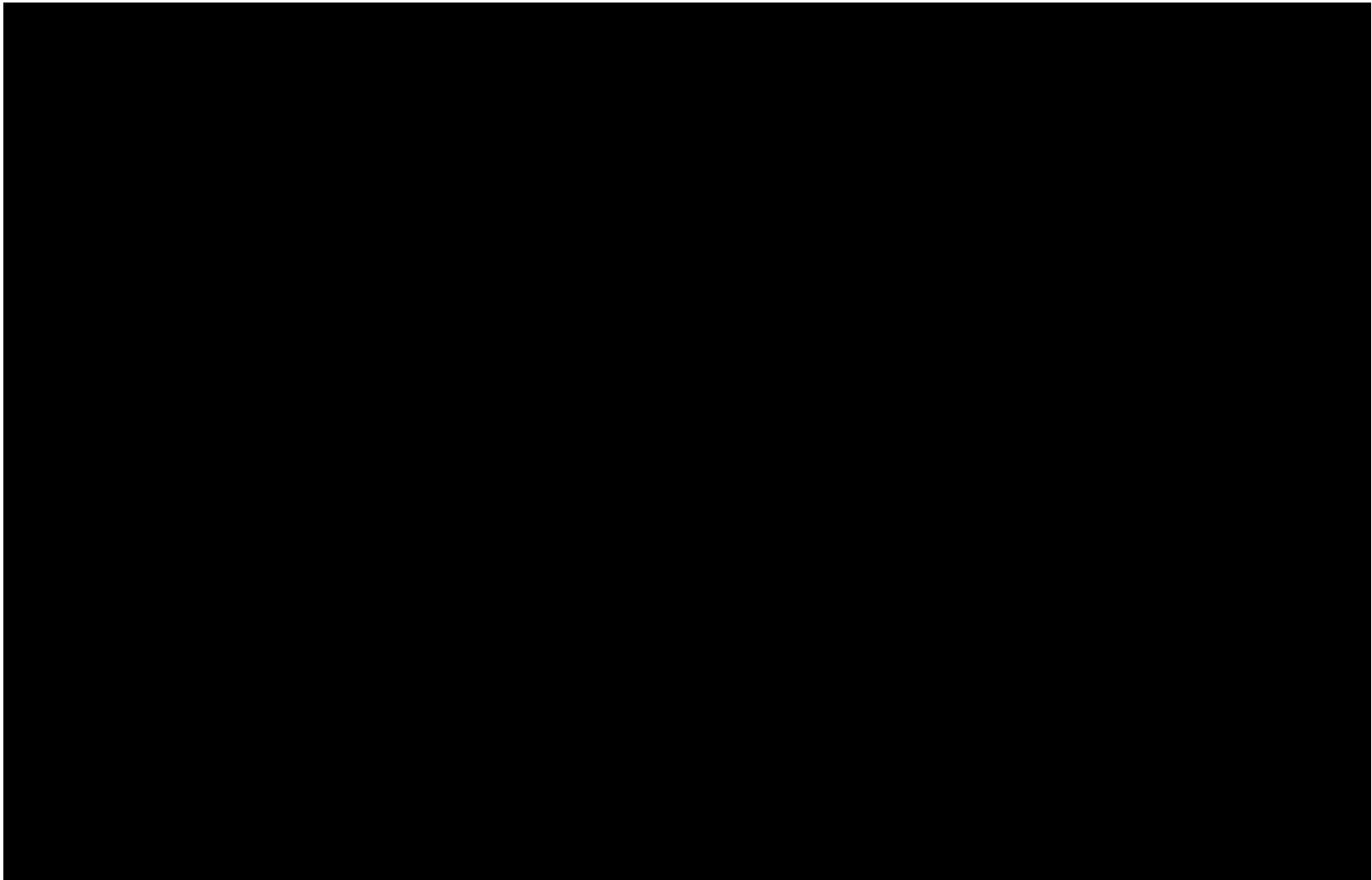


Stock Options Focal Review



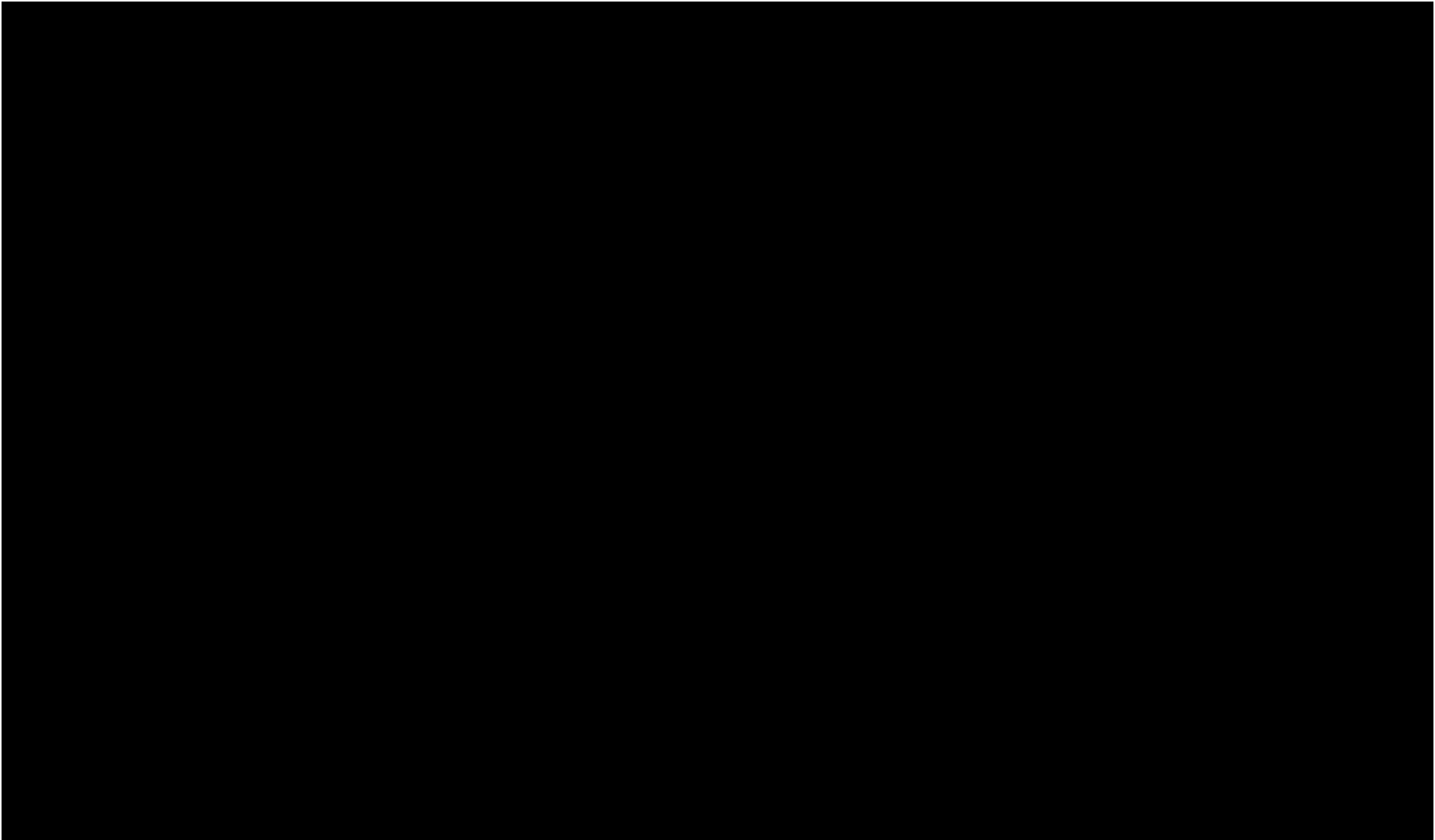
How It Works...

How it Works...

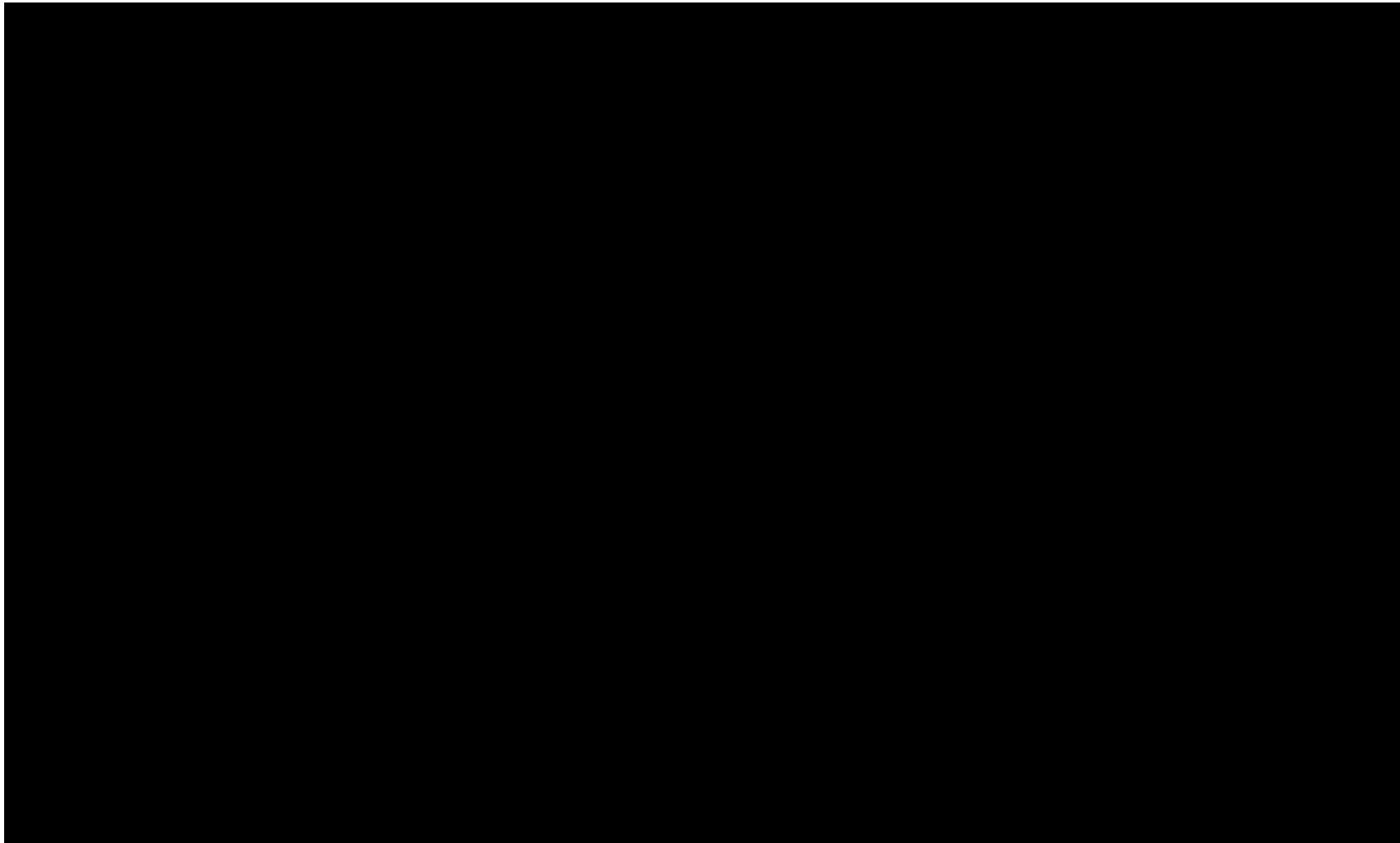


Projected “9-Blocker” for 2004 Stock Options Grant

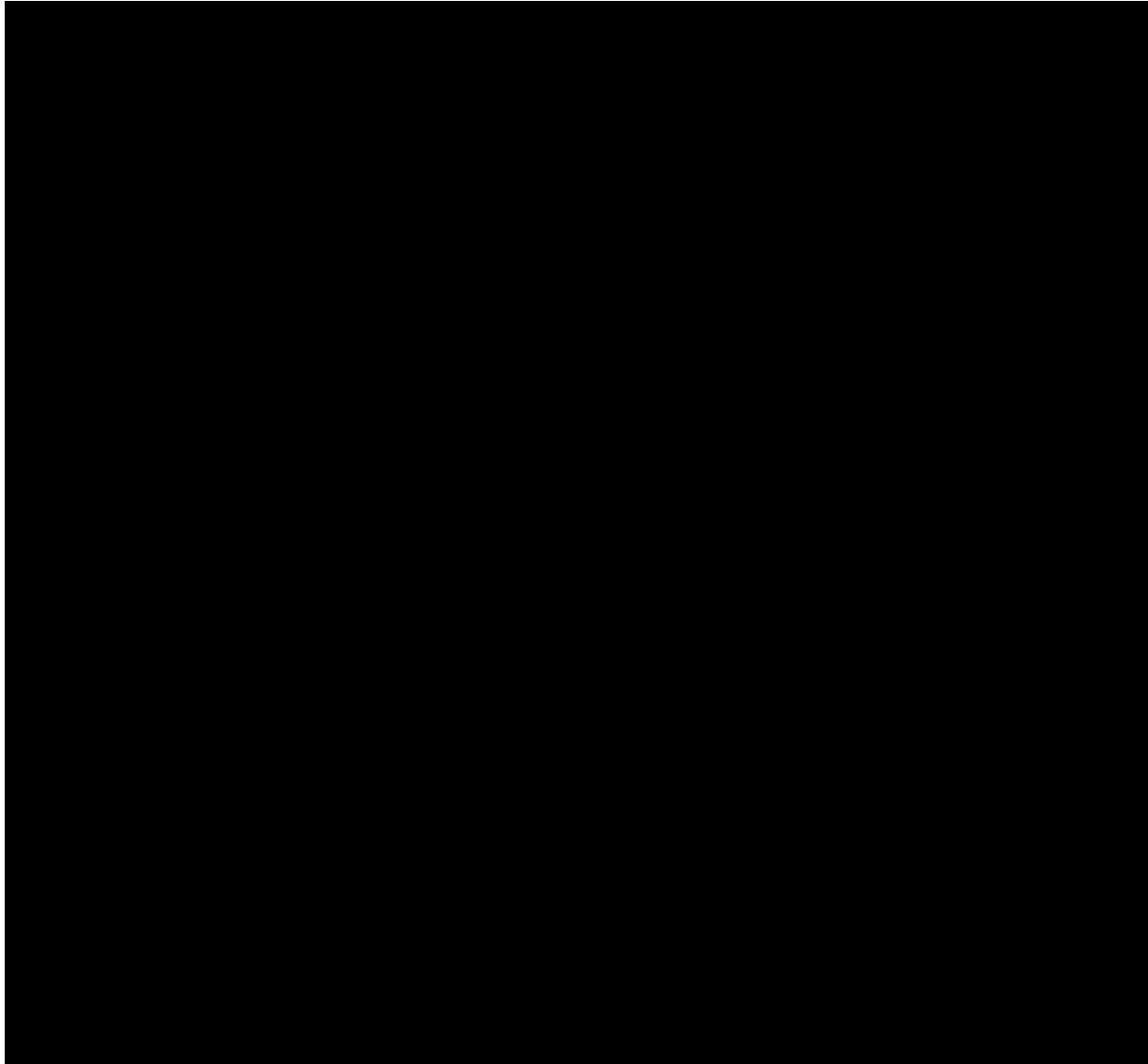
(Confidential - Not for Distribution)



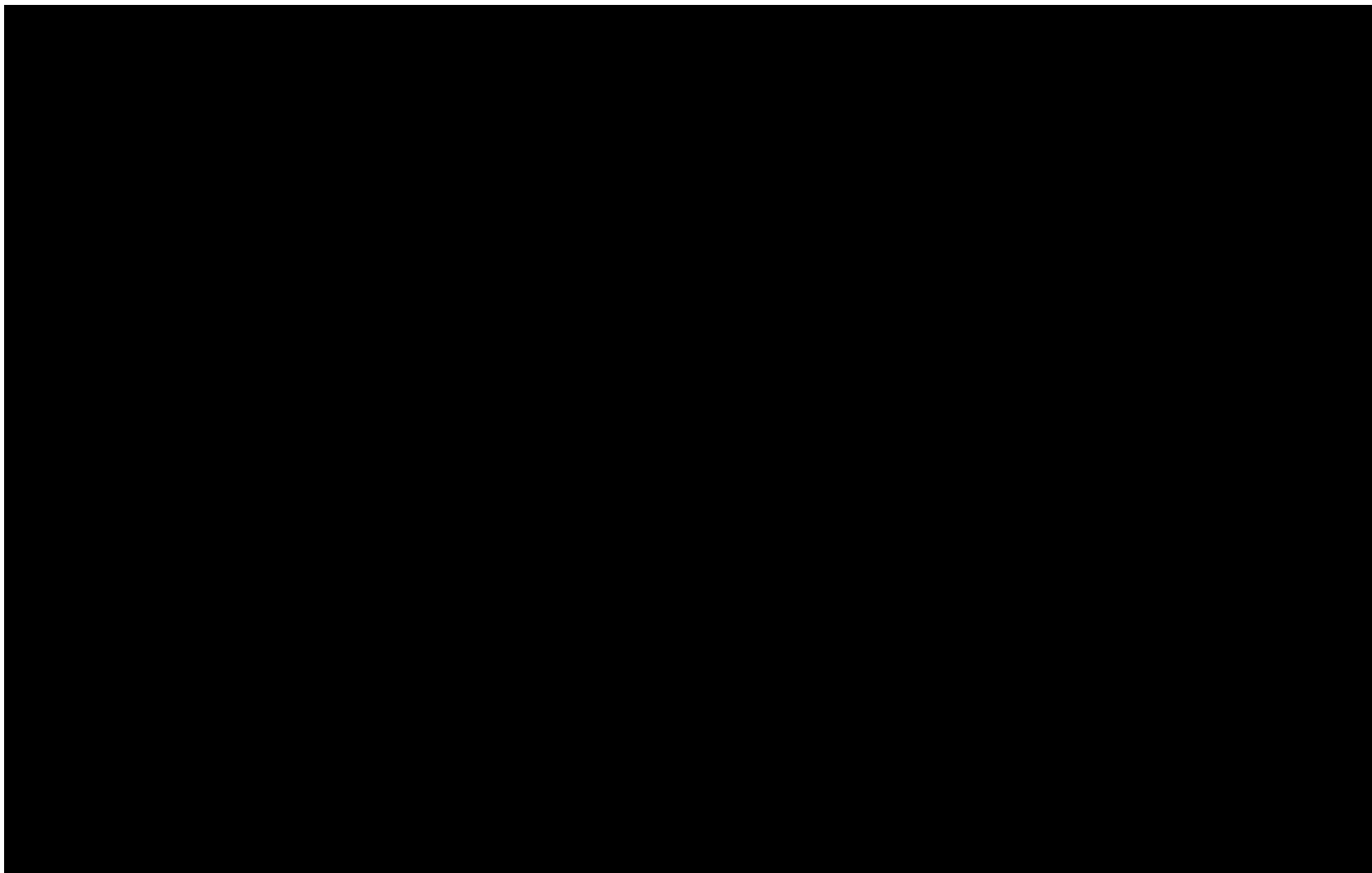
Guidelines...An Example



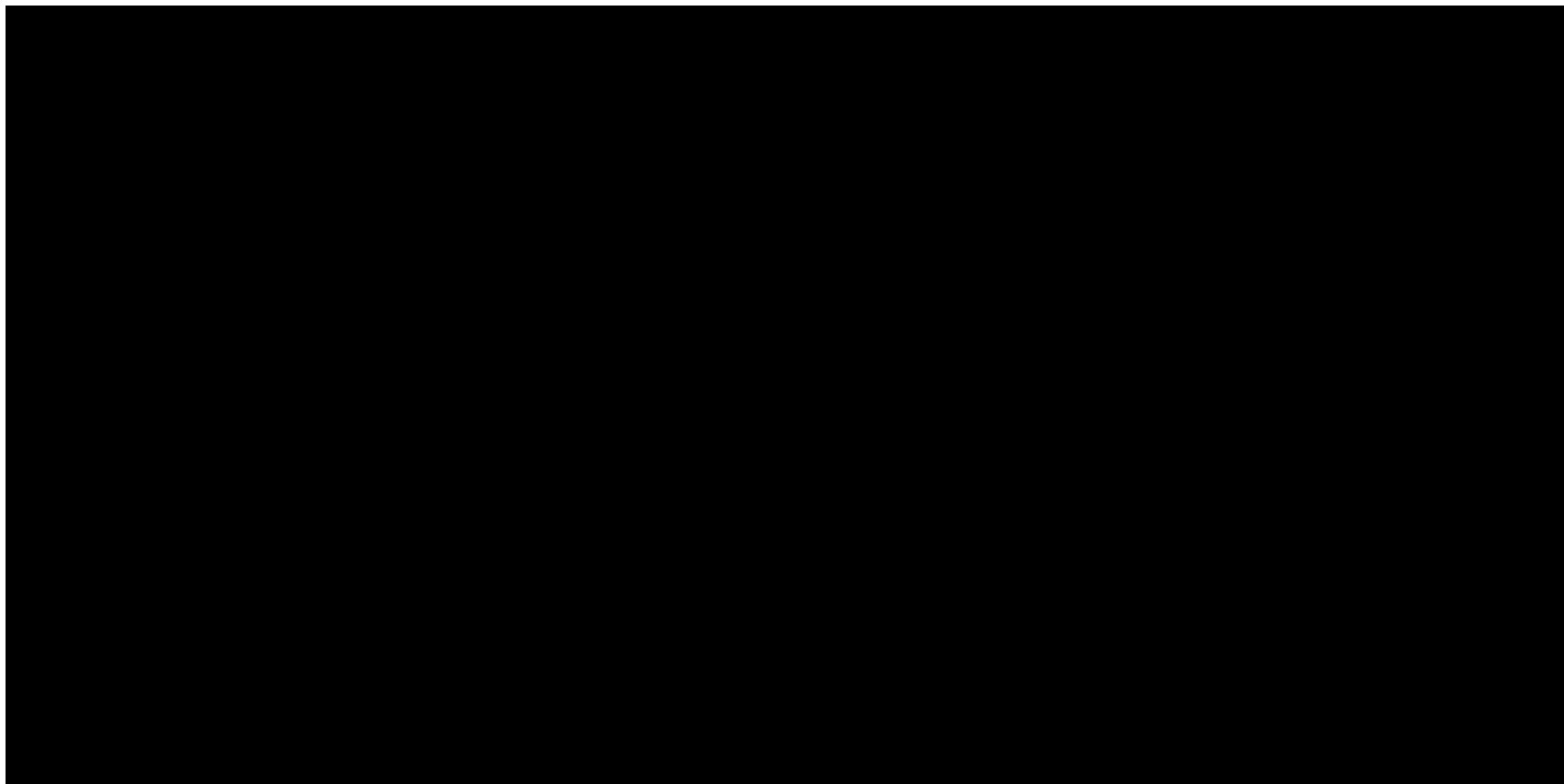
Focal Guidelines...An Example for Jan Doe



Other Considerations



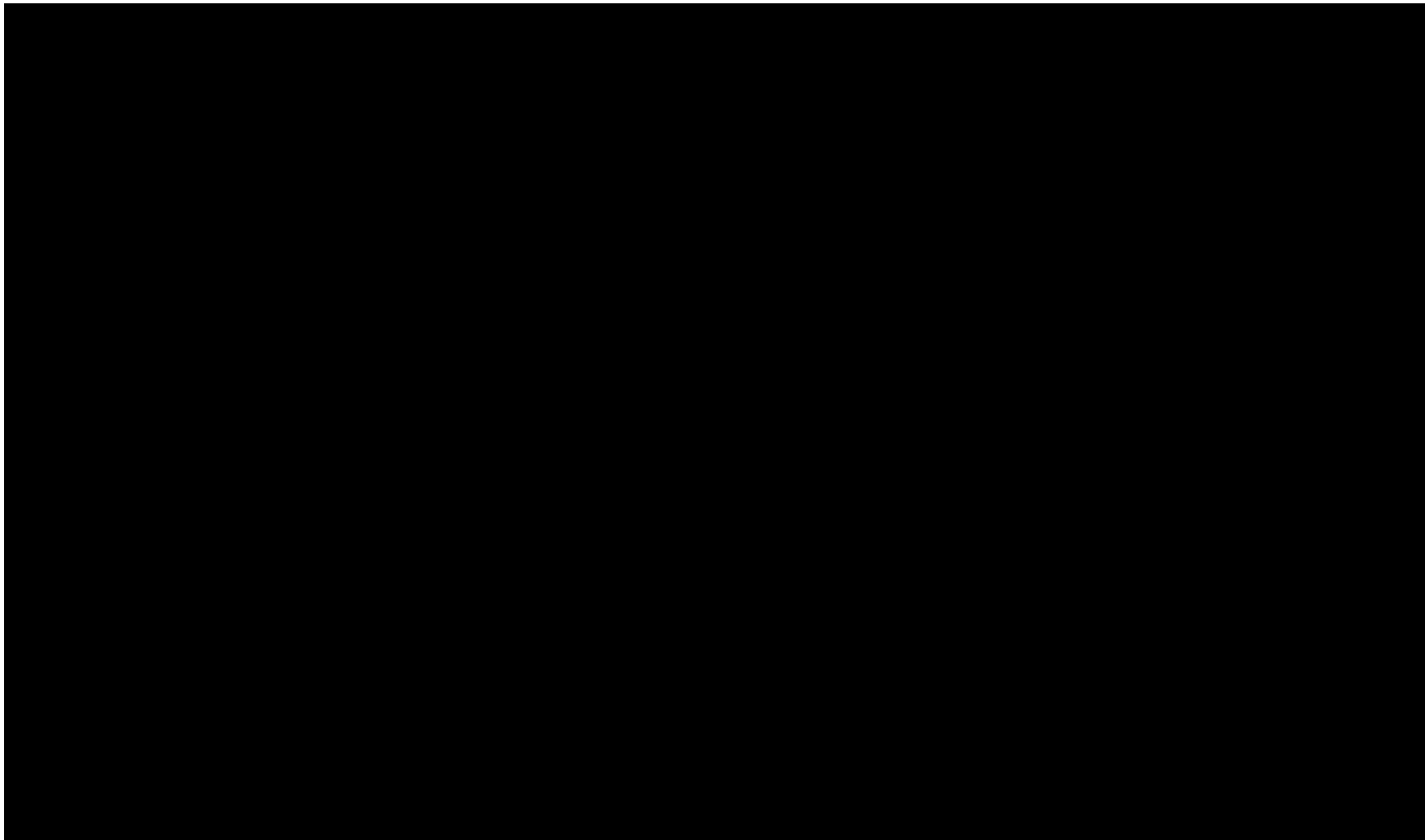
A Reminder...Role of Manager - New Hires



The Pay Decision Tool (PDT) ...A Quick Intro

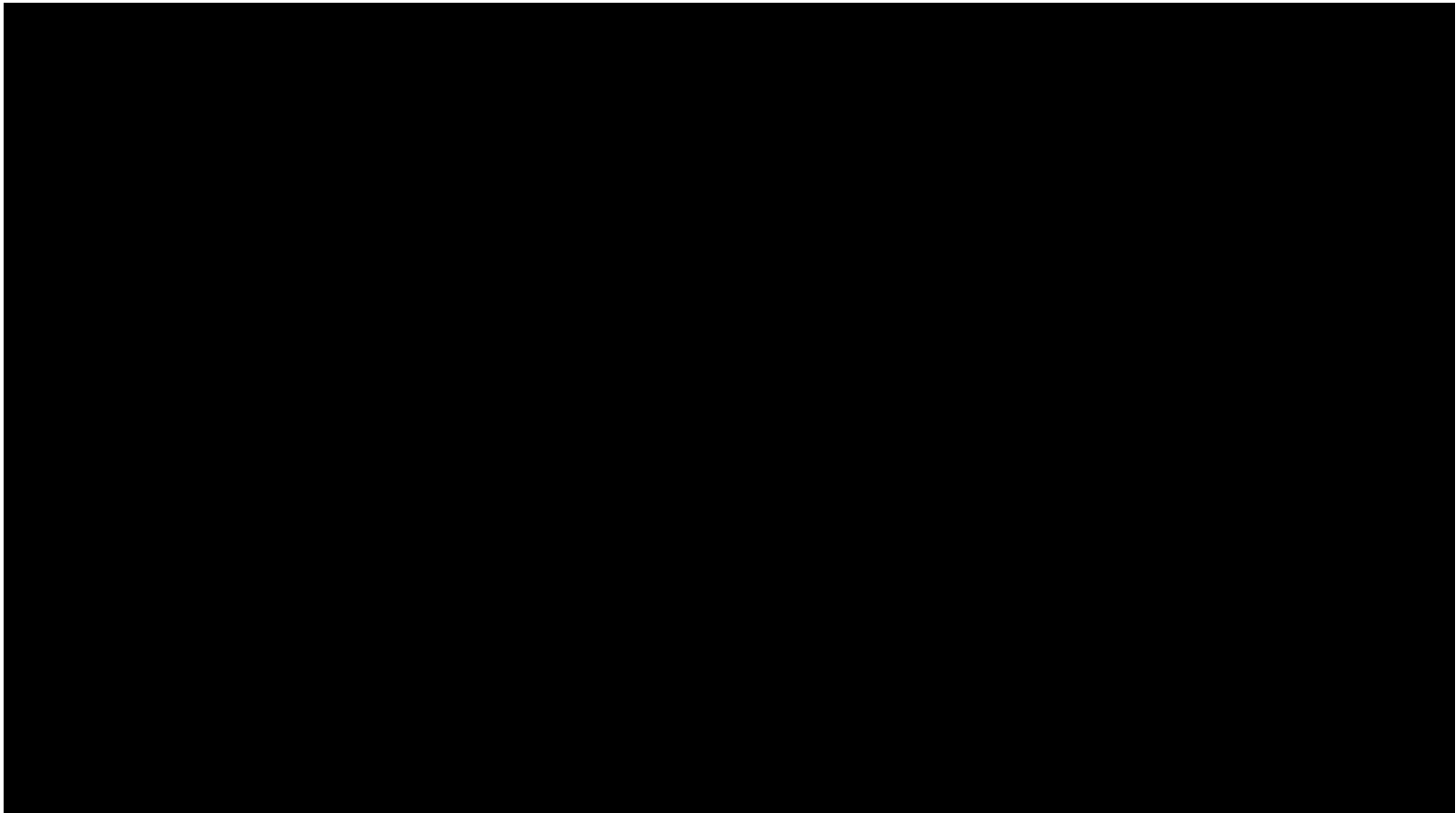


PDT Roll-up Calendar

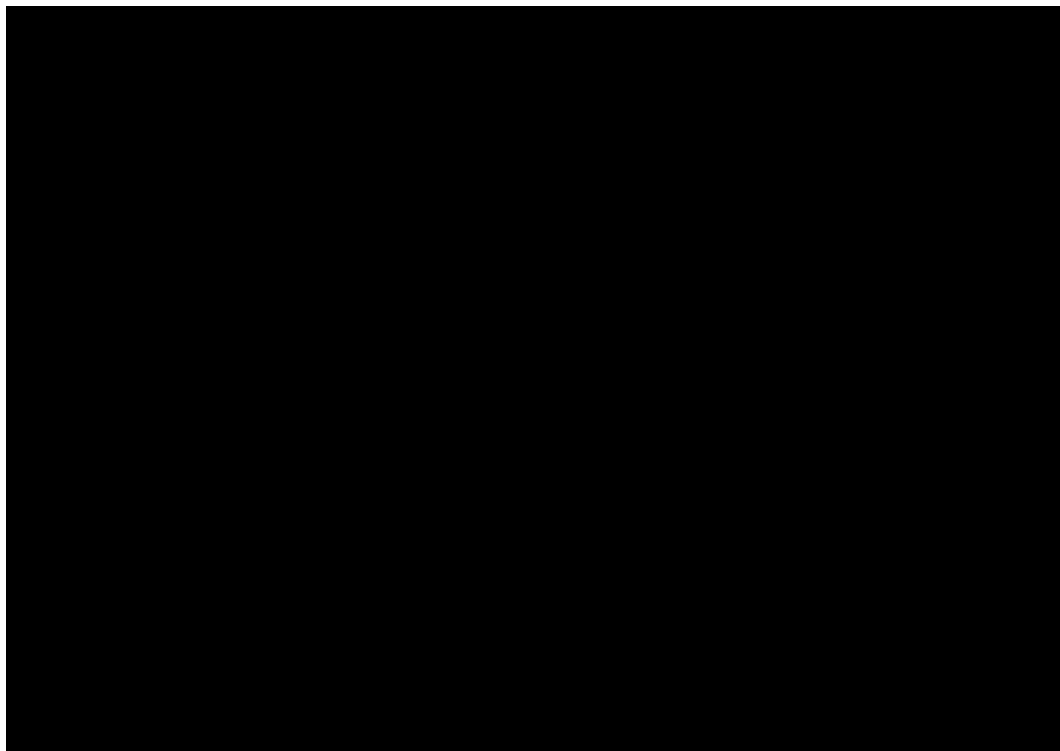


The Pay Decision Tool

- Web-based Pay application...enables modeling and recommendations for the following actions:



Eligibility



Training Resources

- On-line reference document available through the Manager's Toolbox:
http://home.intuit.com/hr/pm/pay_decisions/instructions.pdf

Logging In

To access the Pay Decision Tool:

1. The PDT can only be used in Internet Explorer 5.x and higher. To determine the version, open Internet Explorer, click on Help, click on About Internet Explorer and confirm your version is 5.0 or higher. If not, please call your local help desk.
2. Start Internet Explorer
3. Enter <https://pdt.intuit.com>
The system will automatically open another browser without the standard Navigation Bar. The following screen will appear once the Web site is reached.
4. Click Login to enter the Pay Decision Tool.

Log On

Pay Decision Tool




Sign In
Enter your Directory User ID and Password

User ID:

Password:

[Forgot password?](#)

Log On

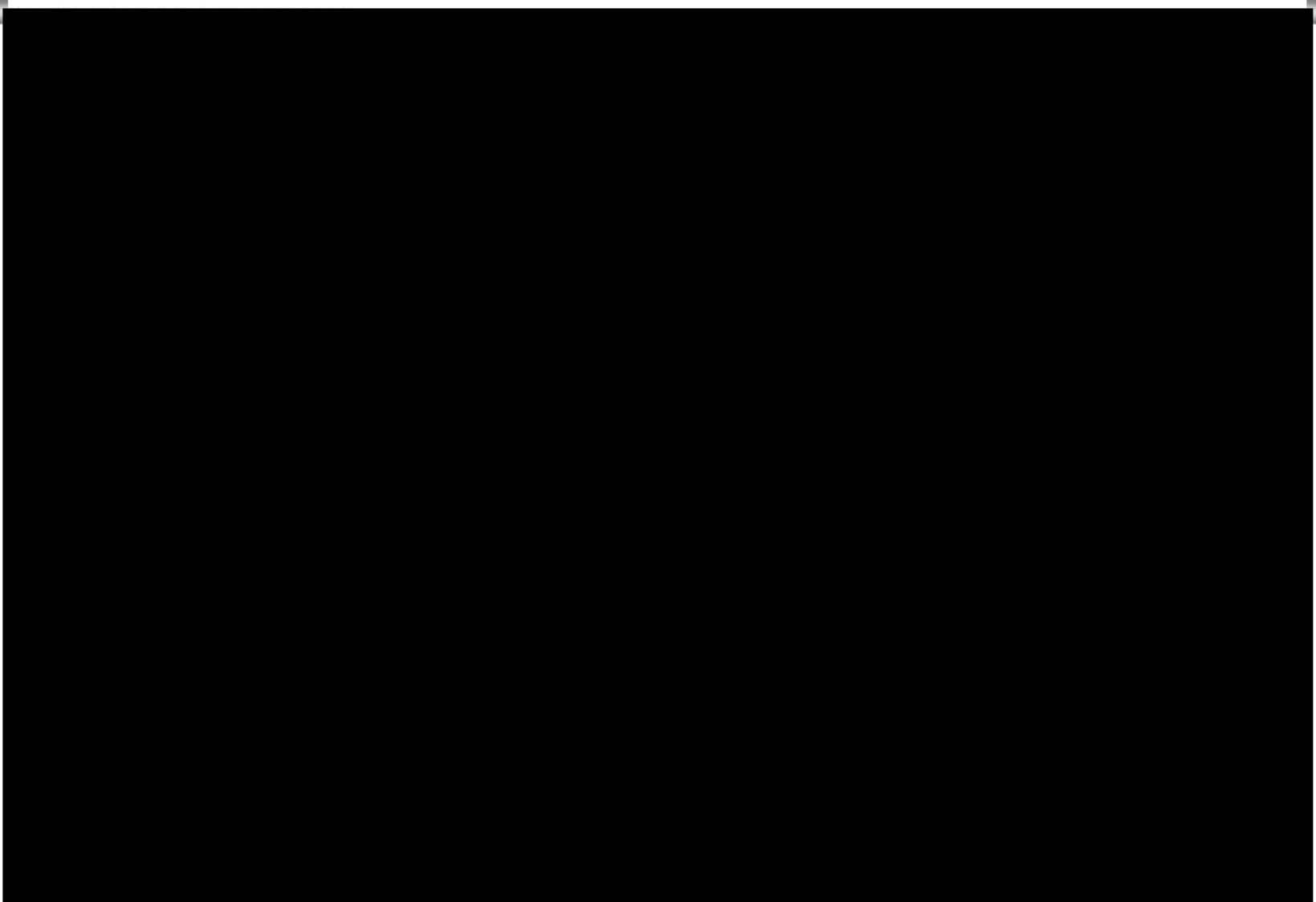
Pay Decision Tool

[Help](#) • [Directory](#) • [Toolkit](#) • [FAQs](#) • [Contact Us](#) • [Log Out](#)

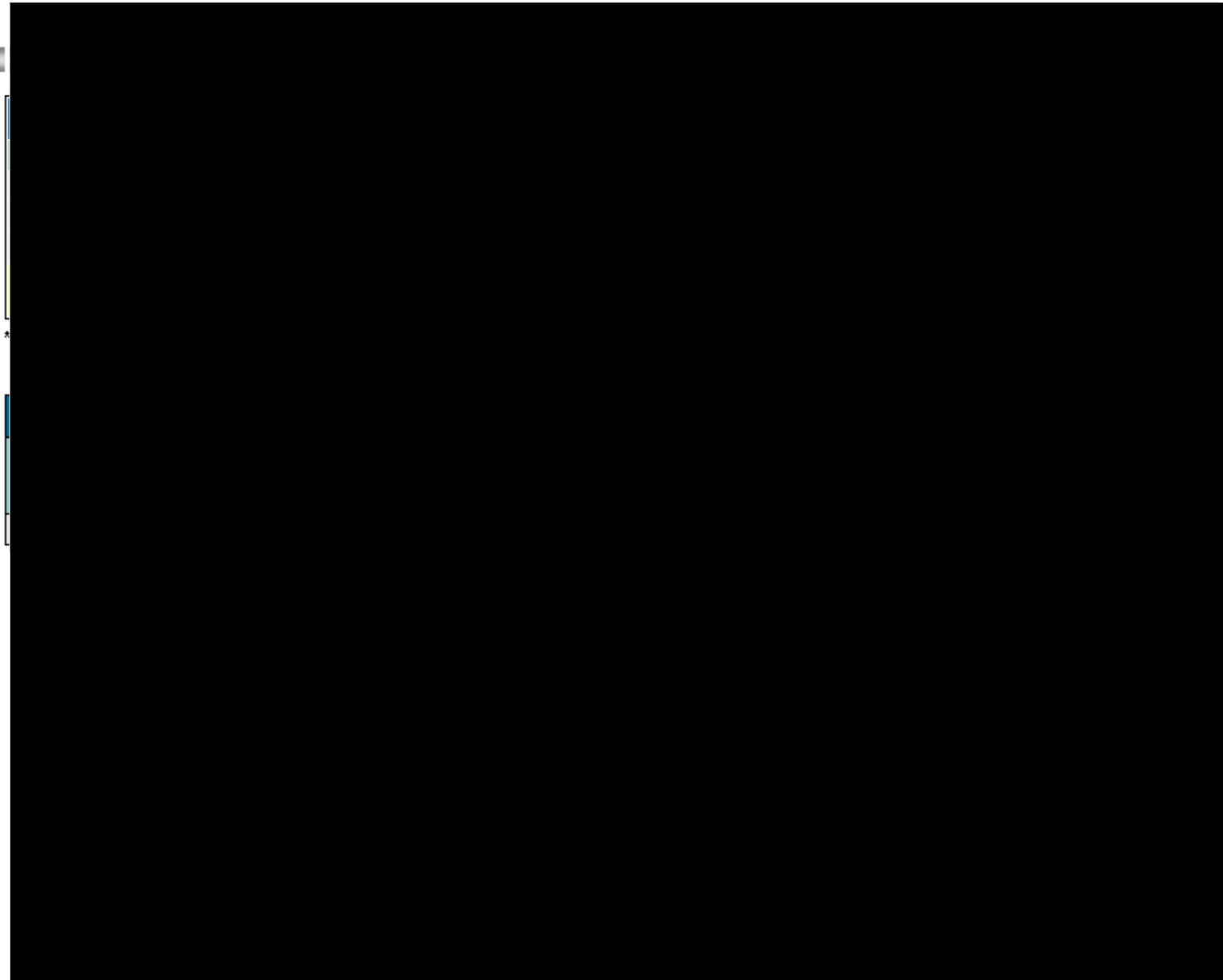
Hello JosephSmith ,
What would you like to do?

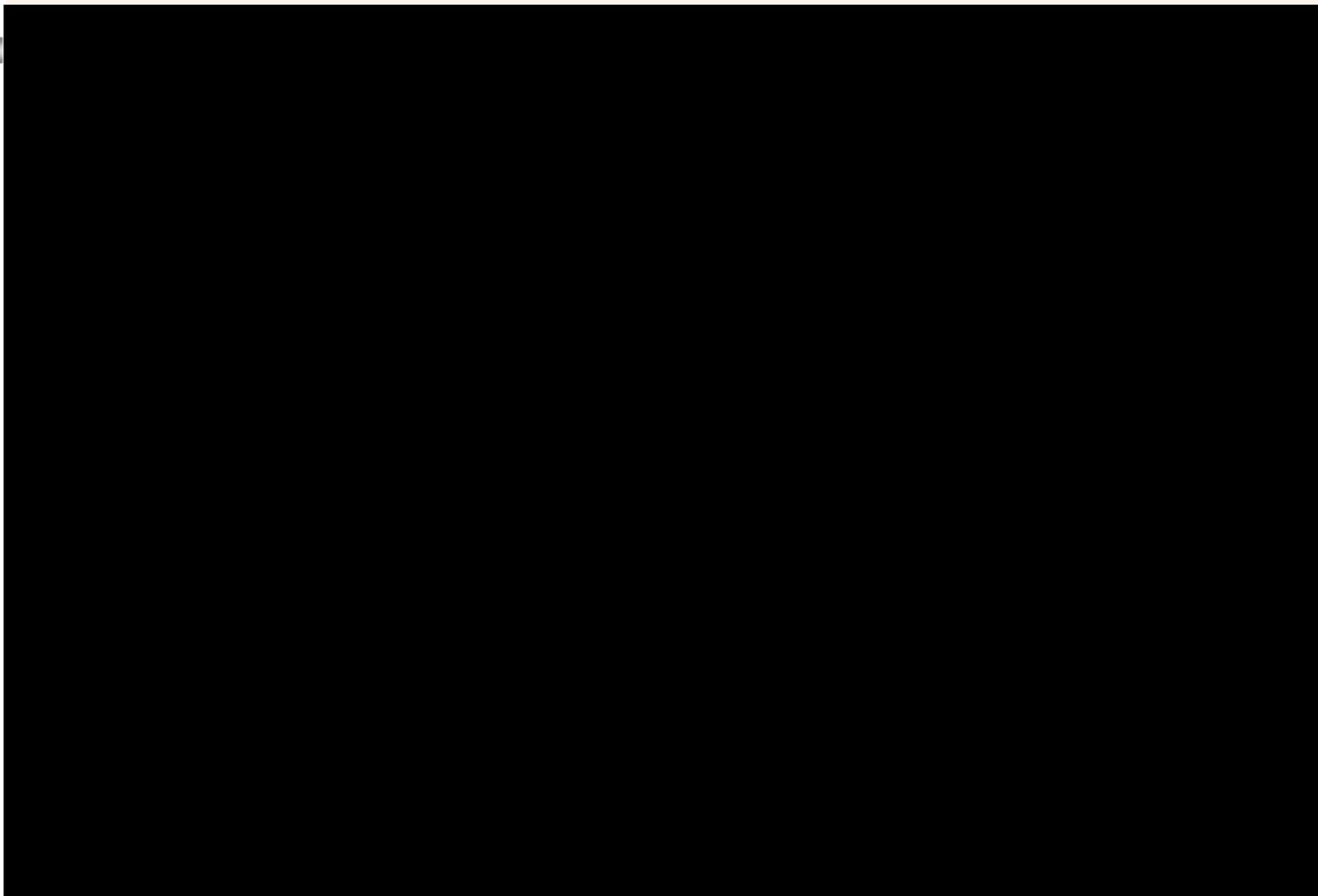
- [Recommend or review employee merit increases](#)
- [Assign a proxy or revoke a proxy](#)
- [Log out](#)

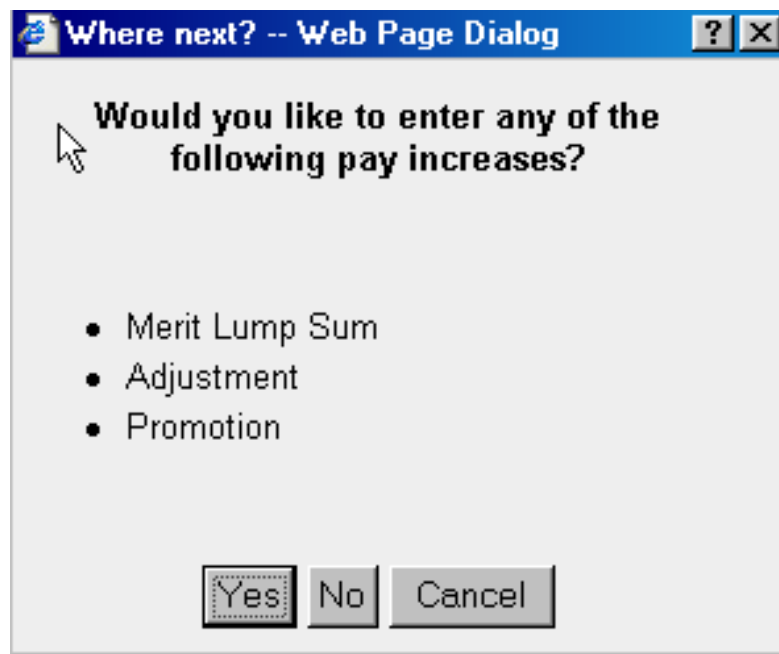
Summary for **James Smith**

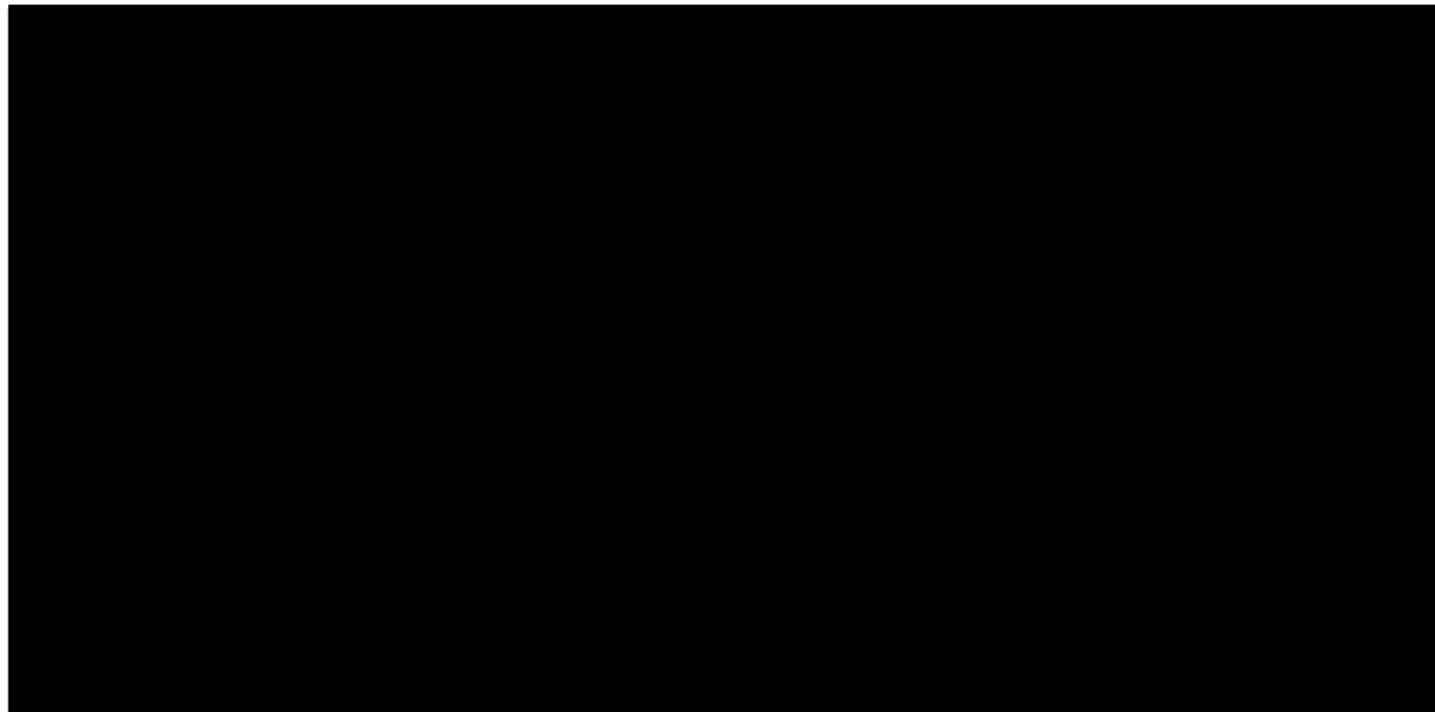
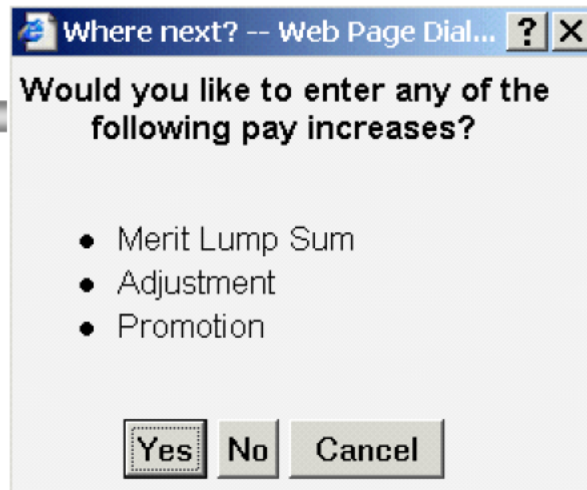


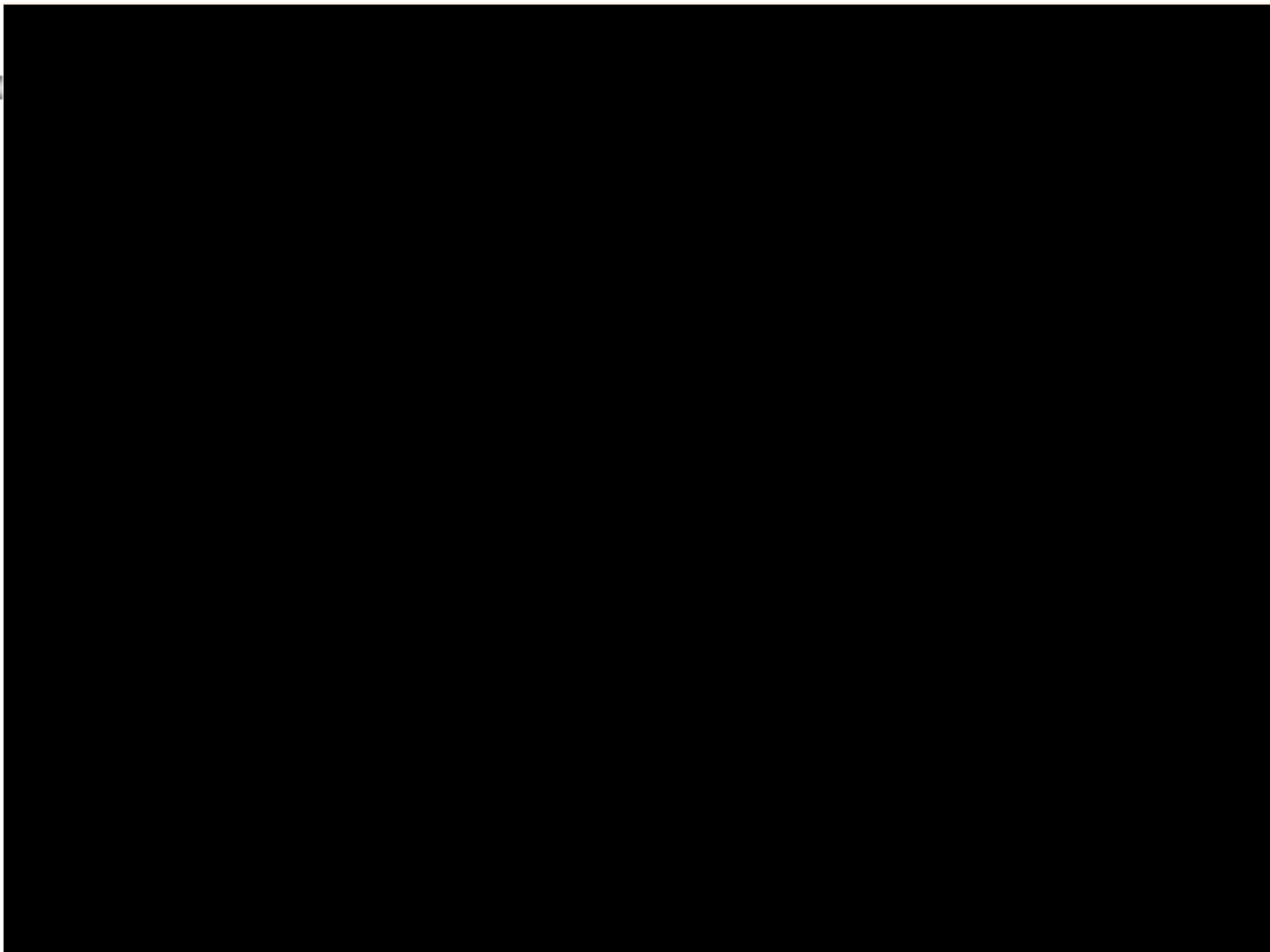
Individual Worksheet for **Gregory Jones**

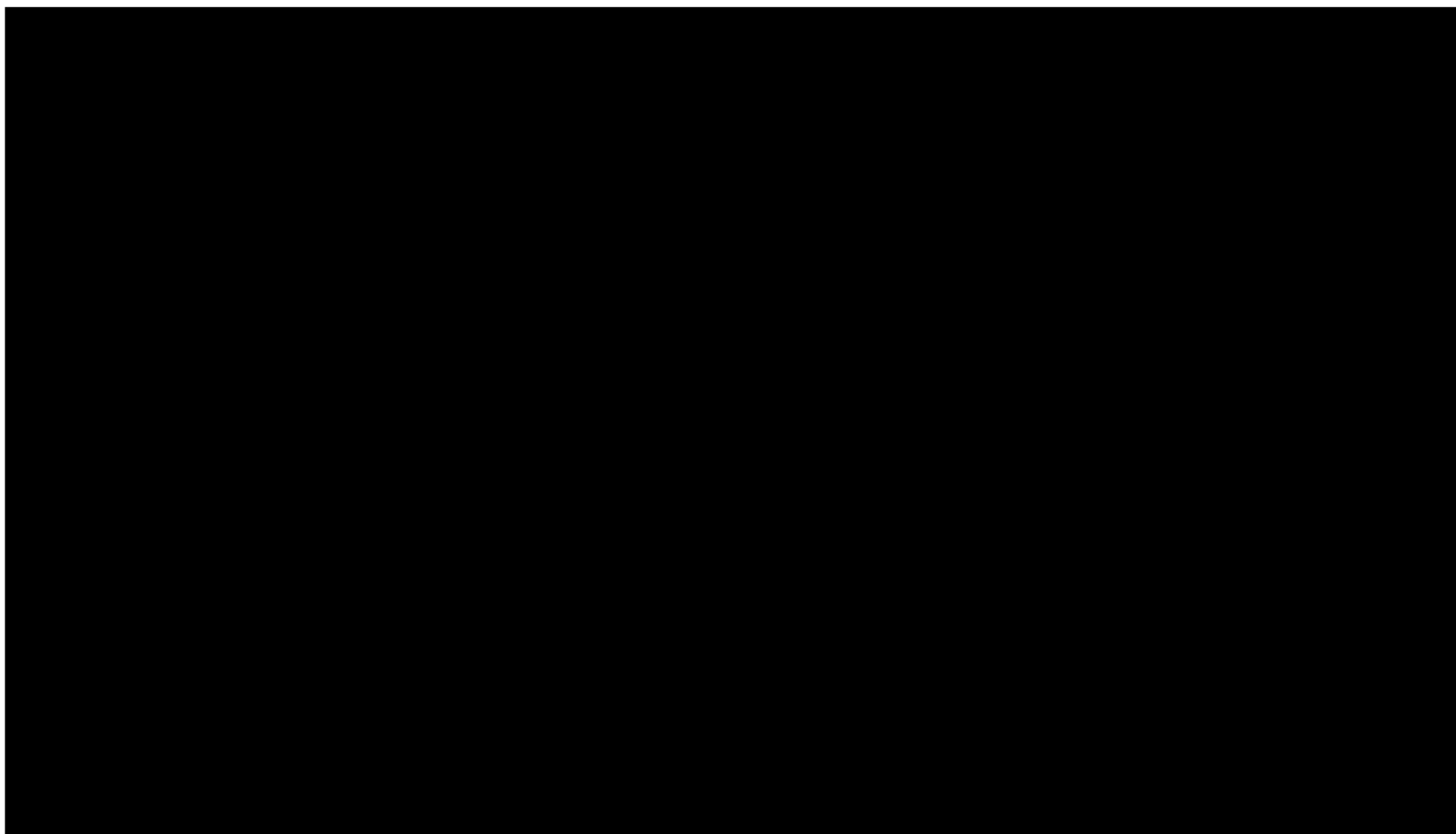








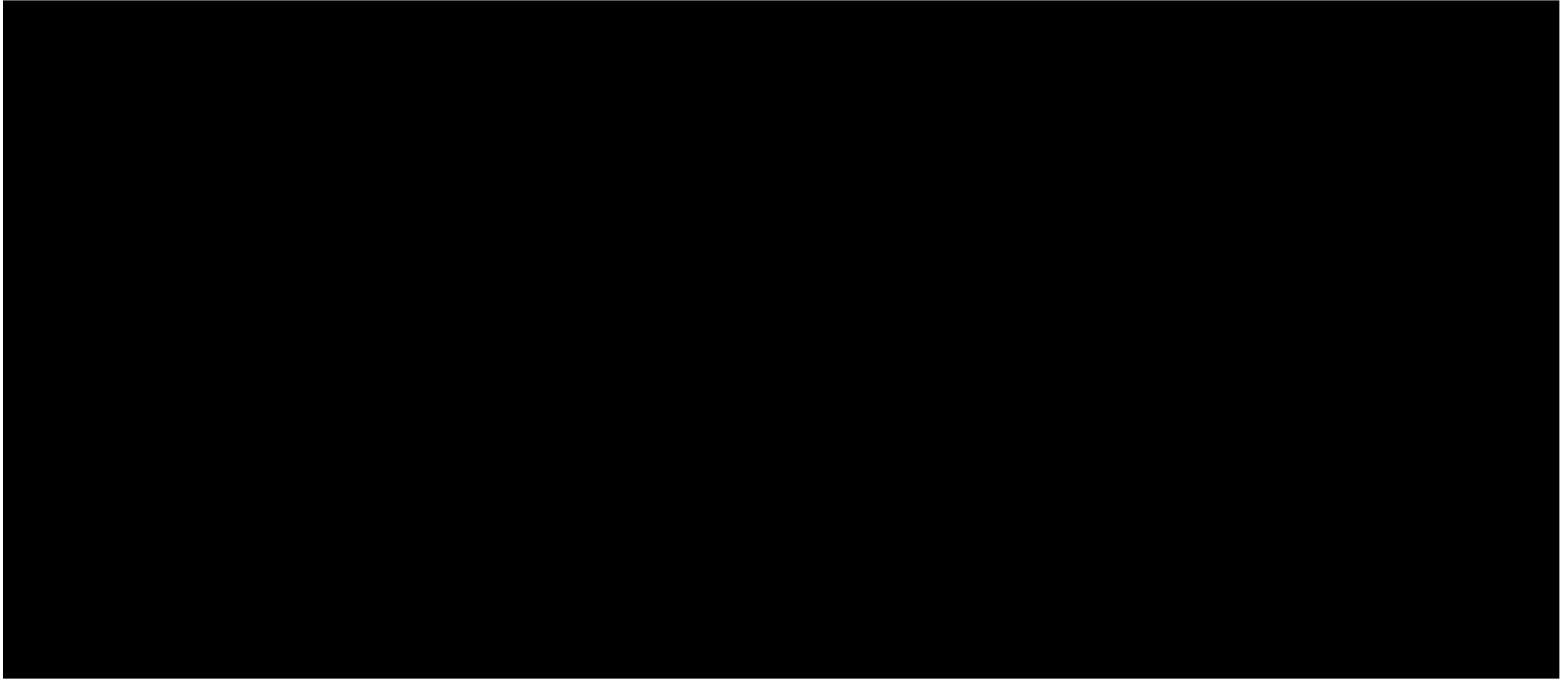




< Back

Save Review >

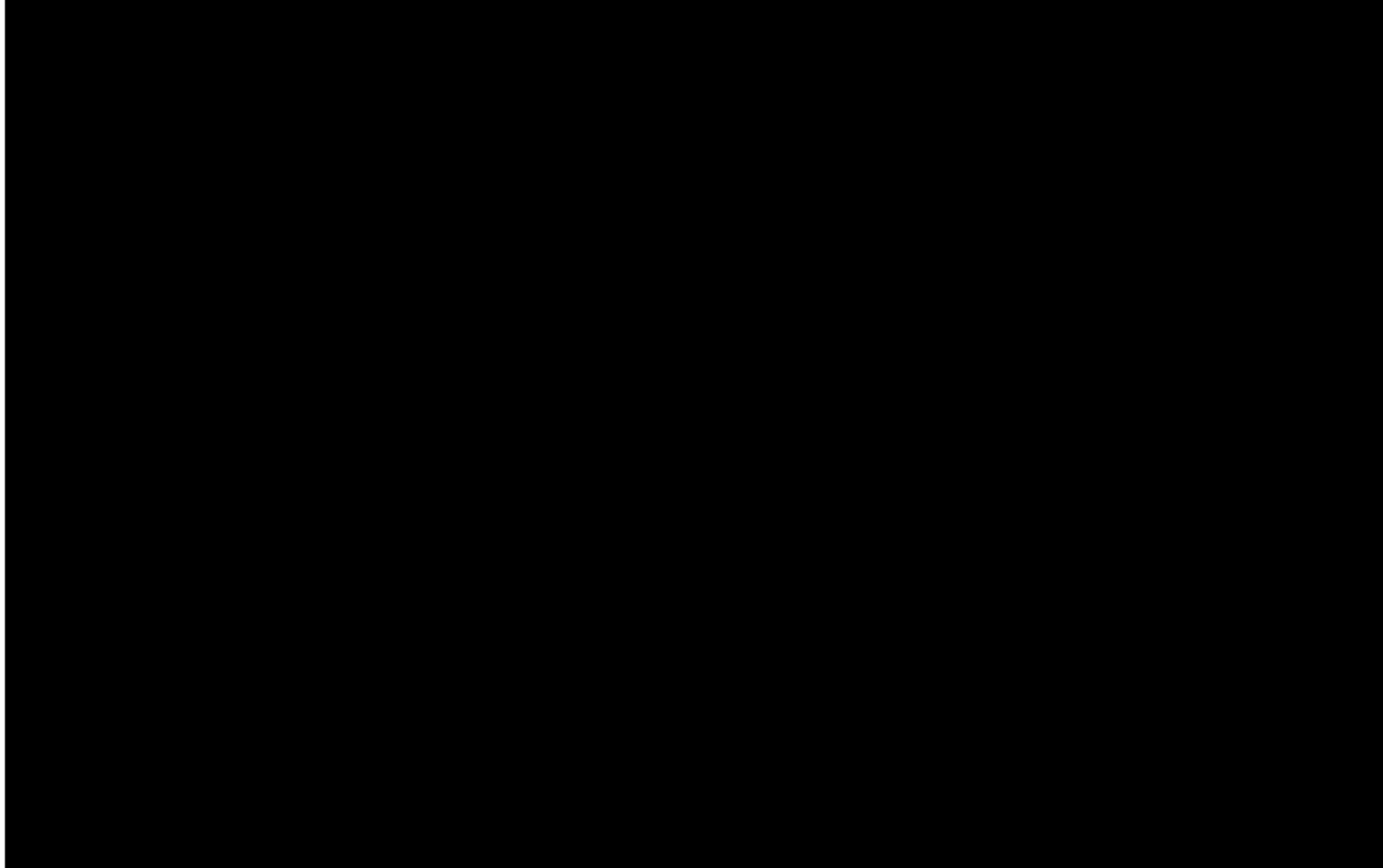
Reports - Individual Worksheet



Reports - Individual Worksheet

Pay for Performance -
Available in August

Print



Reports - Manager Summary Screen

Summary Reports

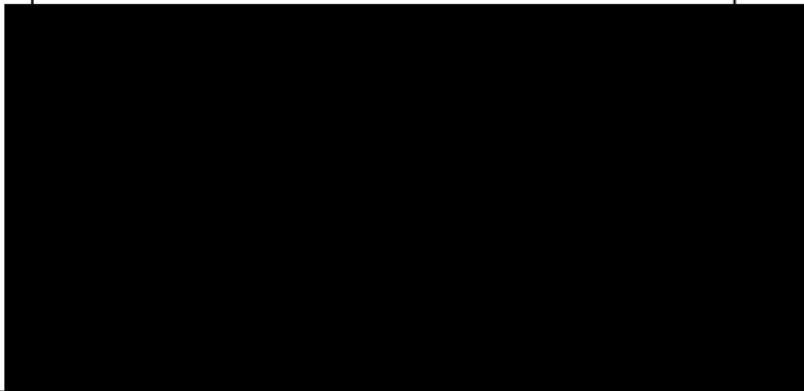
Select a report to view:

-- Choose one --

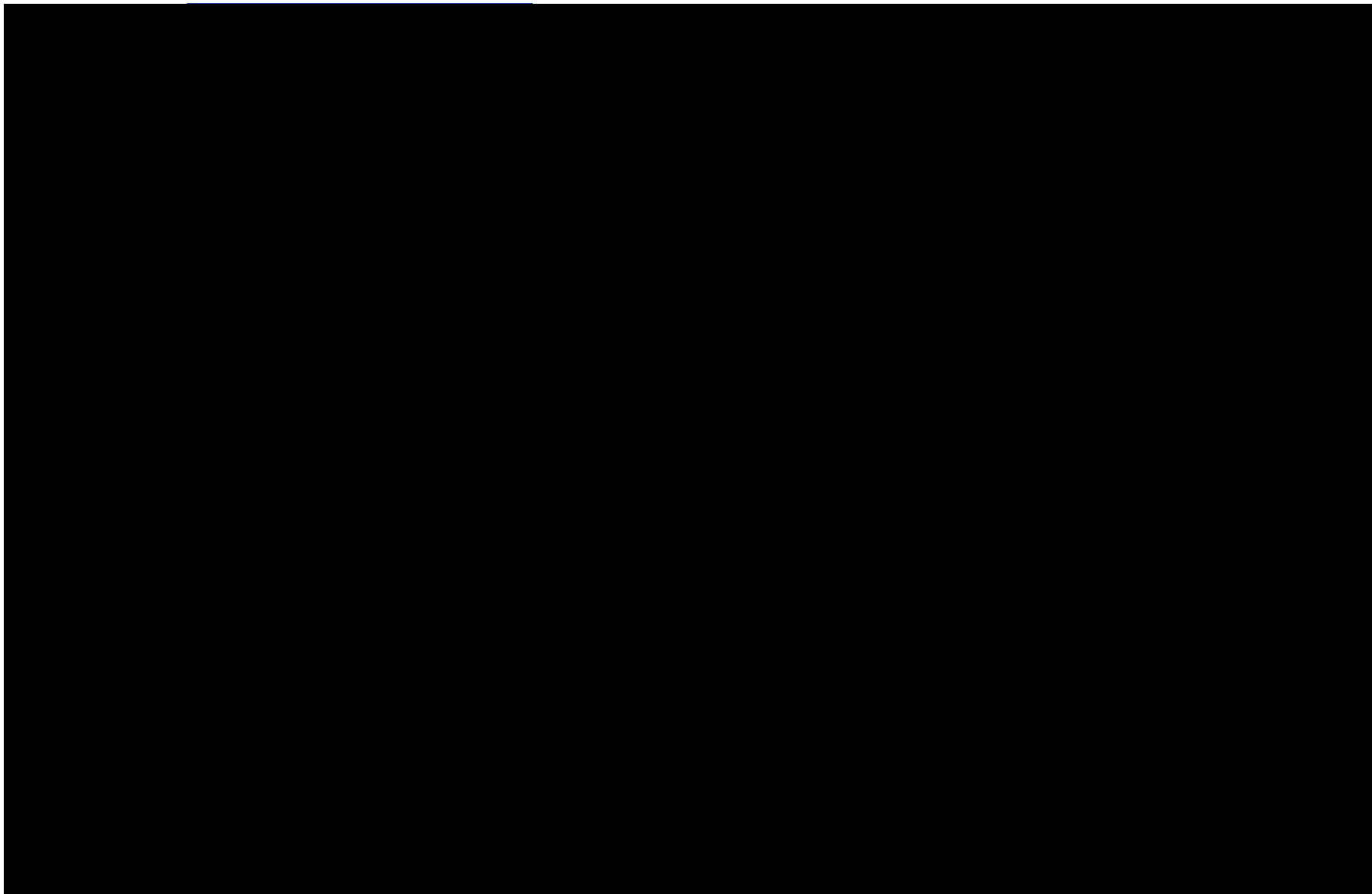
Summary Reports

Select a report to view:

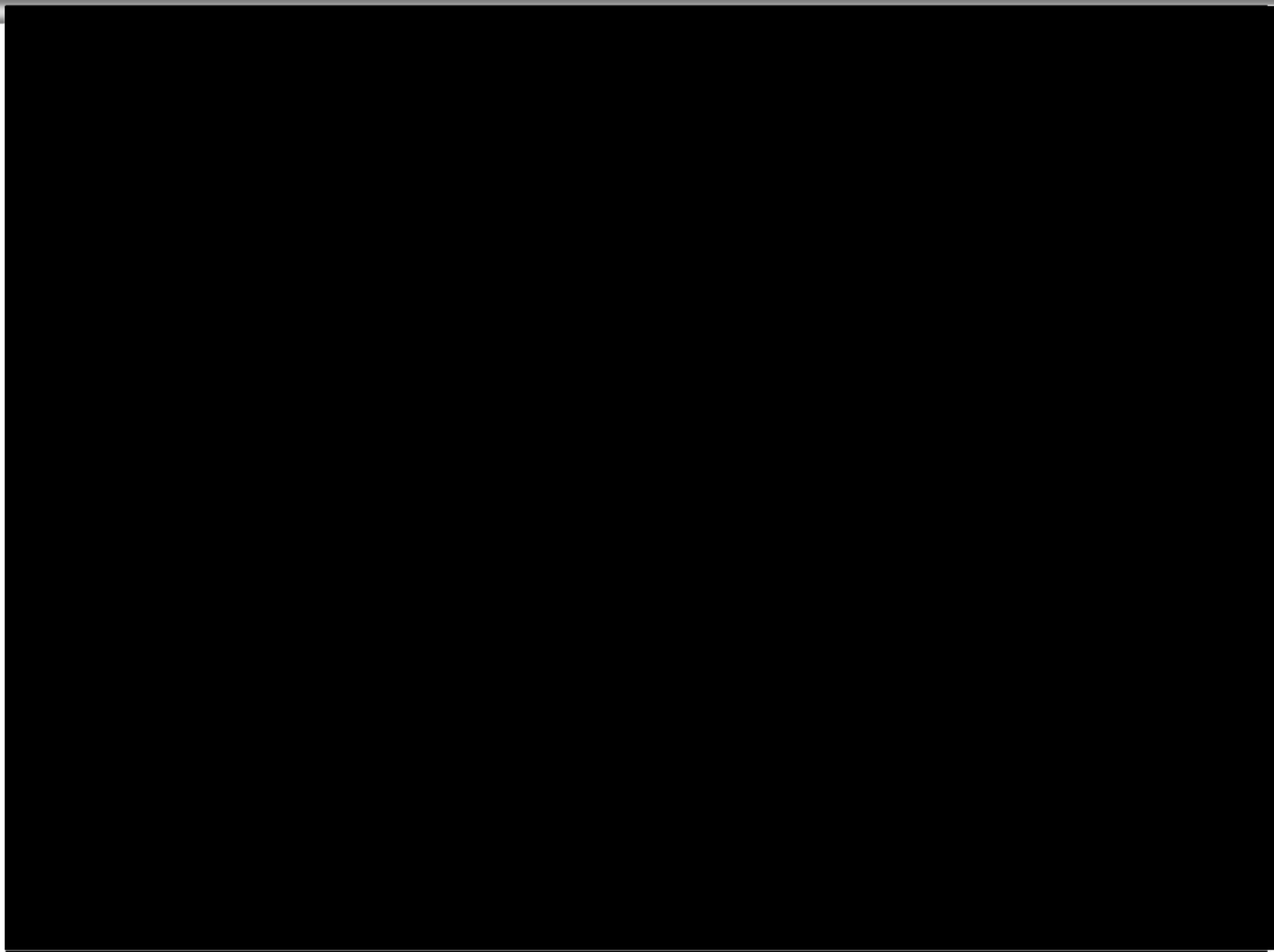
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]



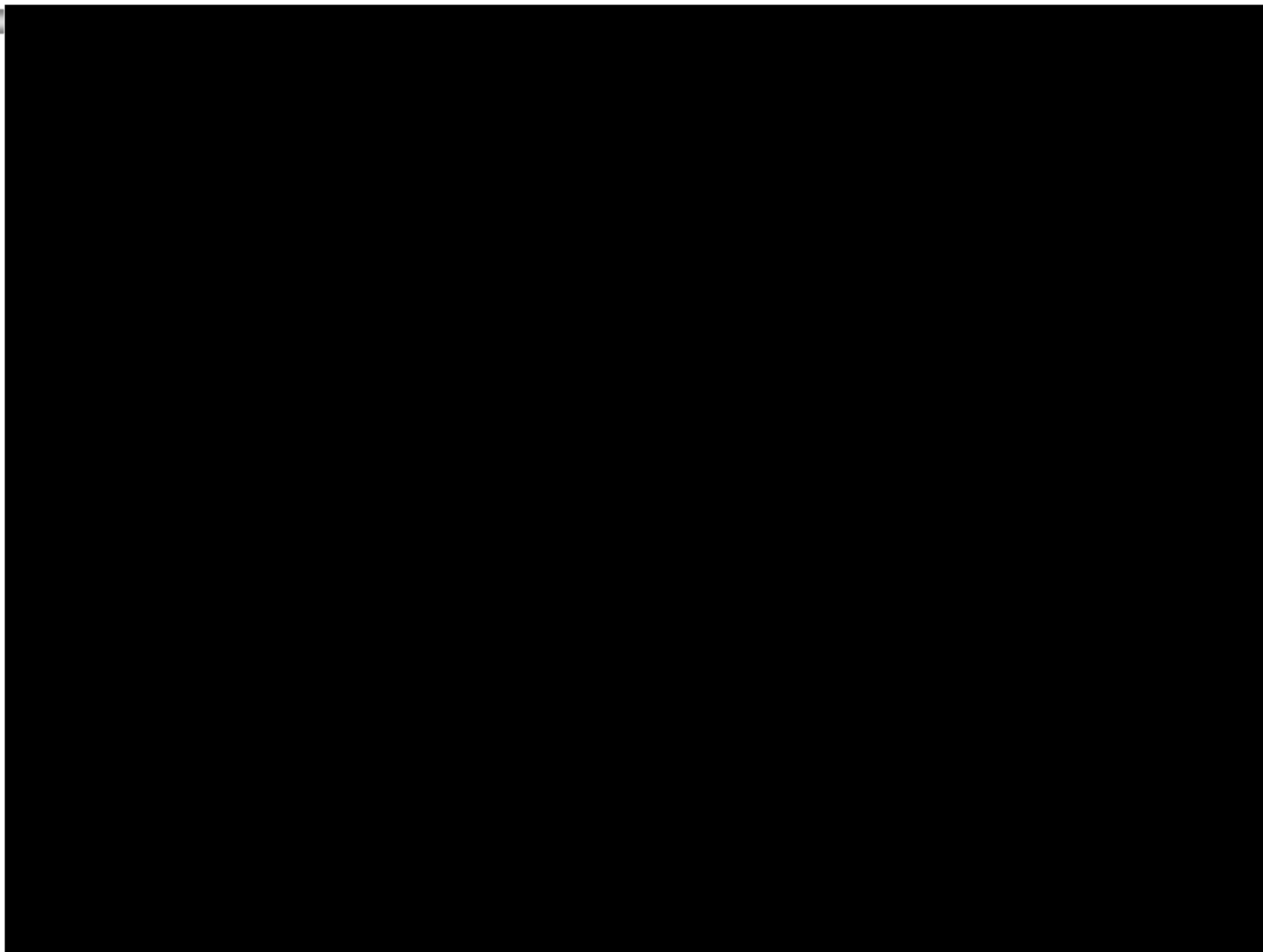
Report - Examples



Submit Review



Accept - Reject Review



Stock Options Focal Review



A Quick Intro to The Tool

Access to the Tool

■

[REDACTED]

■

[REDACTED]

Reports

■

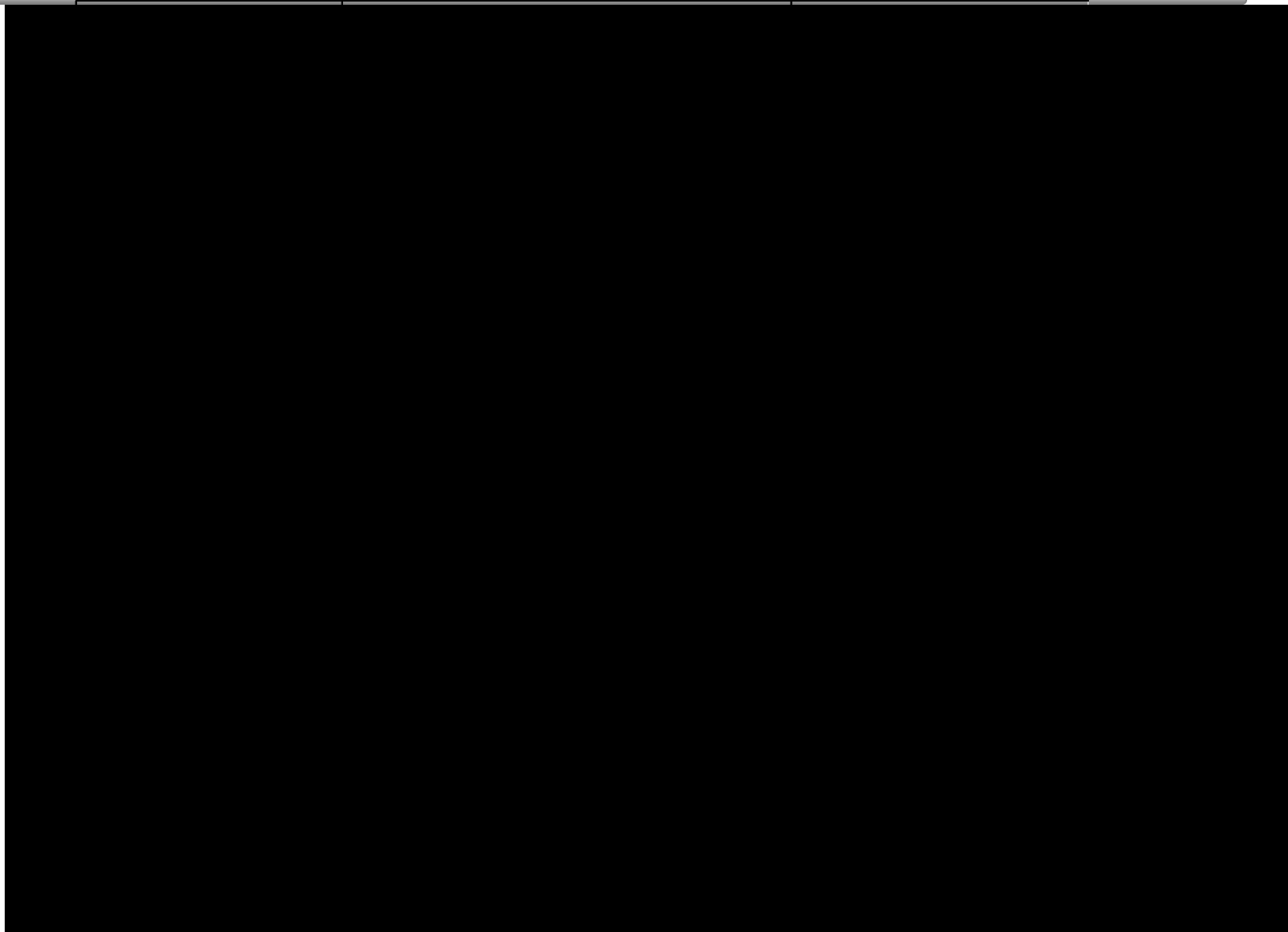
[REDACTED]

■

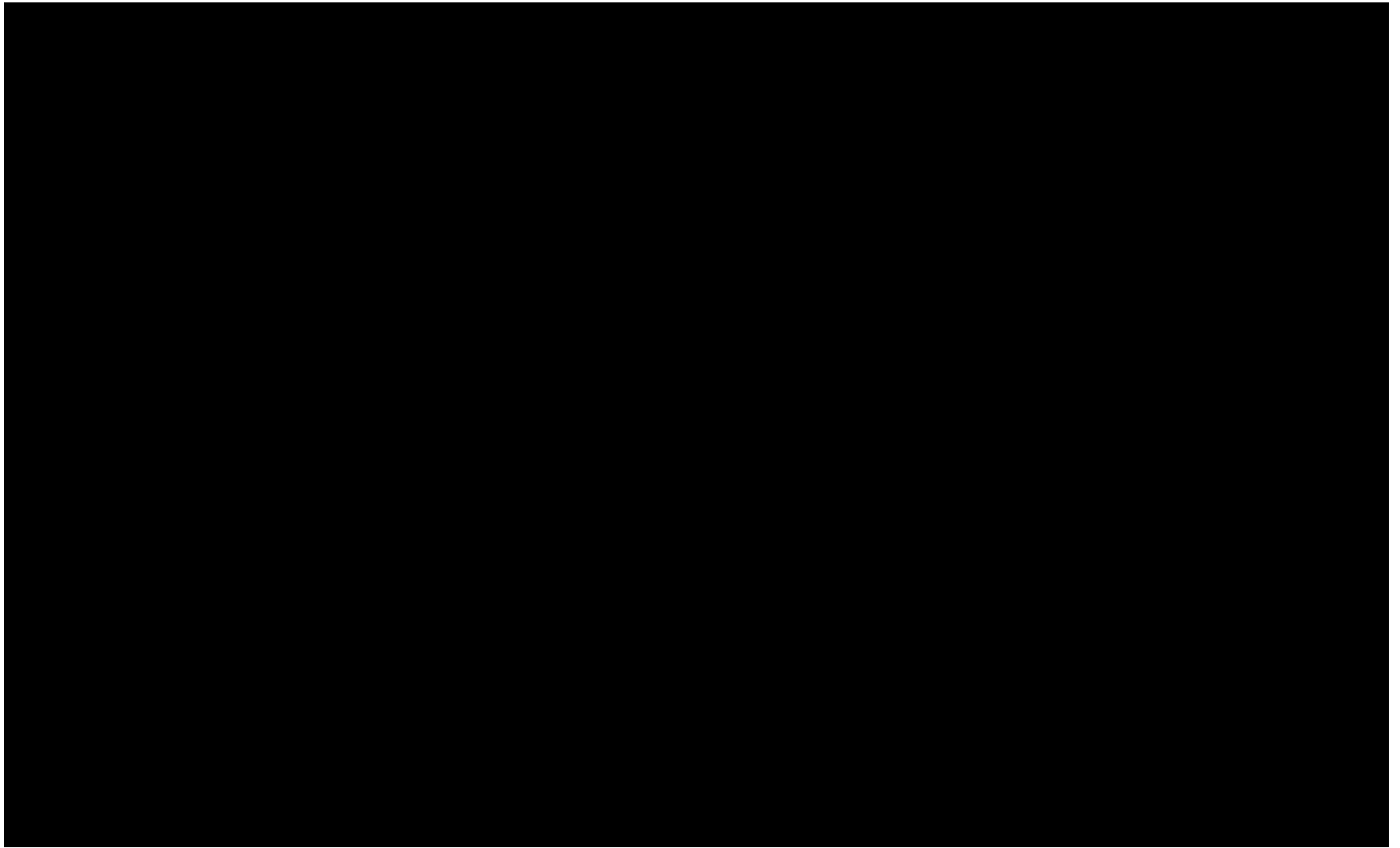
[REDACTED]

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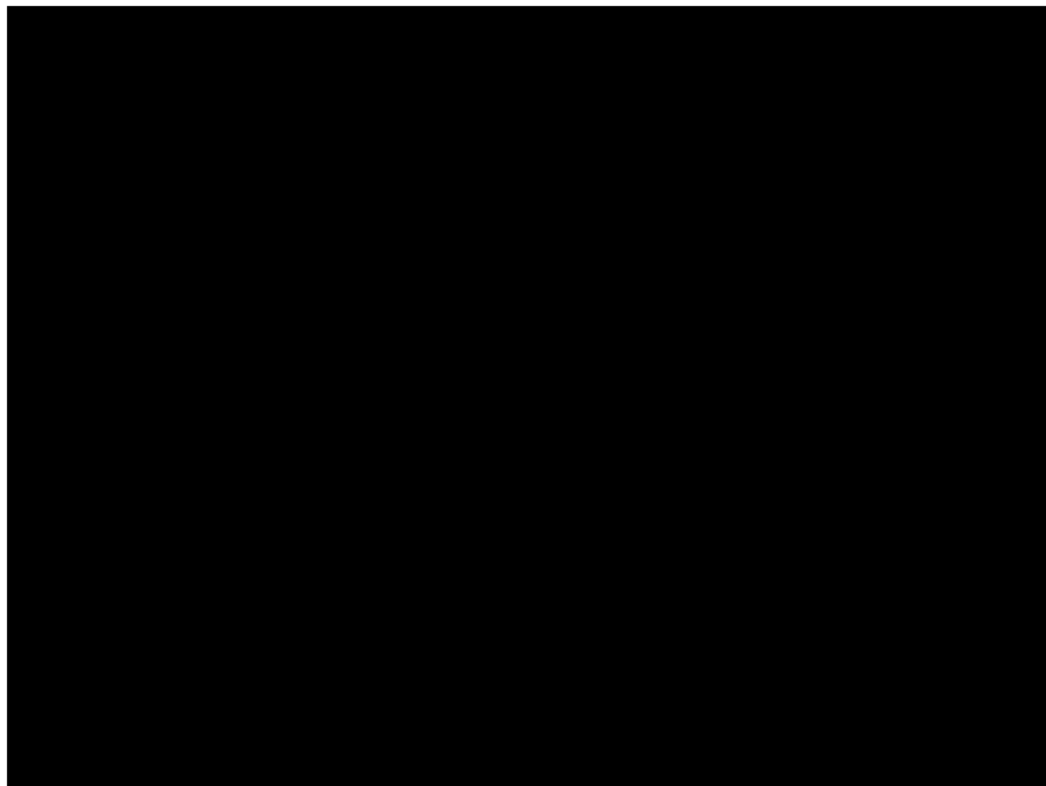
Focal Pay Decisions and Options Timeline



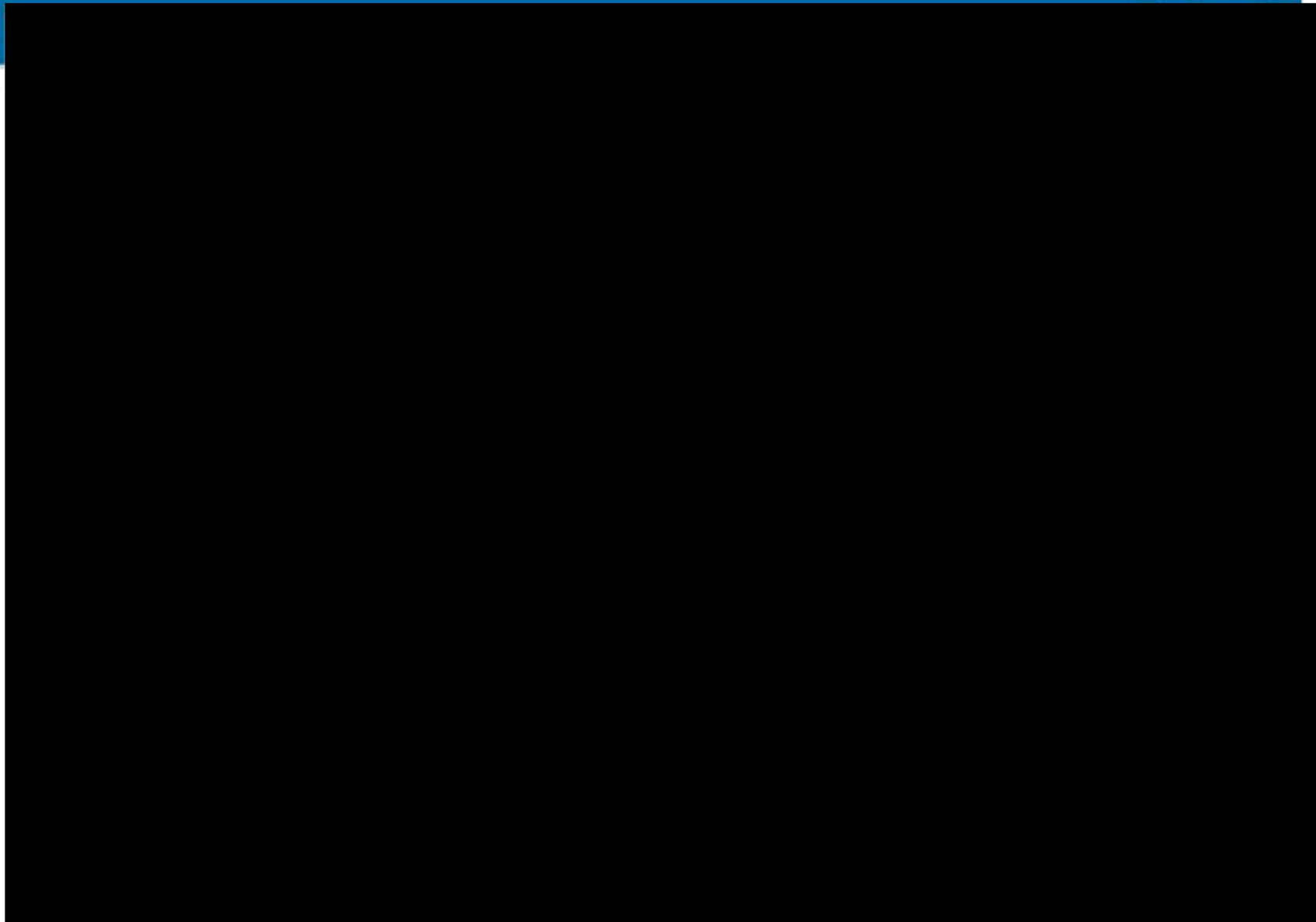
Stock Tool - Manager Summary Screen



Stock Tool - Grant or Revoke Access



Stock Tool - Recommend Options



Questions?

- Refer to training materials - hard copy or online via the PDT
- Process or PDT question? - Call AccessHR in Tucson at 1-3333 or via email at AccessHR@intuit.com (For PC or directory questions contact your local Help Desk)
- Performance management question? - Via website at <http://home.intuit.com/hr/pm>
- Pay-for-performance question? - Contact your HR team
- *Stock Options - Your HR Leader or the Compensation Team*

